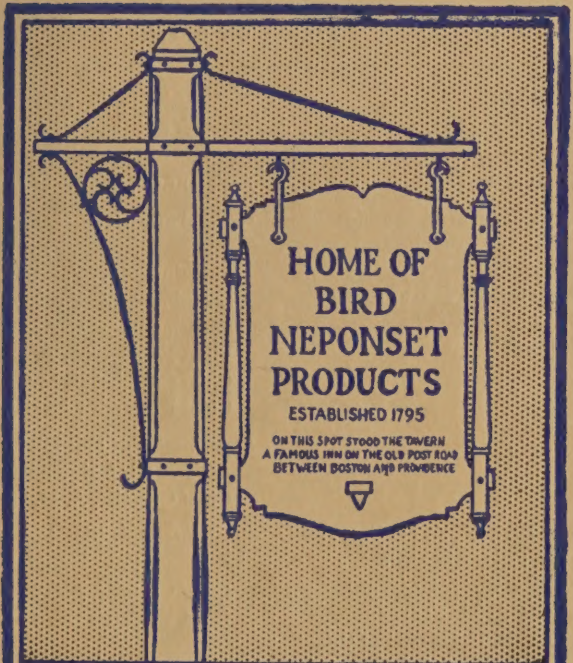
BIRD'S NEPONSET REVIEW

VOLUME 27 - 1939

AXEL H. ANDERSON
Secretary - Treasurer

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE TAVERN
A FAMOUS INN ON THE OLD POST ROAD
BETWEEN BOSTON AND PROVIDENCE

VOL. XXVII NO. 1 FEBRUARY 1939

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plants
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.
			Shreveport, La.

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  Sales Manager Carton Division, A. M. Claffee
  Sales Manager Paper Division, A. M. Claffee
Sales Manager Roofing Division, E. L. Chamberlain
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  Manager Southern Division, A. D. Kilham
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Sales Promotion Manager, L. S. Wright

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  Superintendent Paper Division, J. J. Burke
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  Superintendent Carton Division, R. L. Tupper
  Plant Engineer, J. A. Sheehan
  Chief Chemist, E. L. Connolly
  Chief Research Chemist, H. T. Barker

Superintendent Felt Division, T. G. Henderson
  Assistant Superintendent, R. H. Salisbury
  Chief Chemist, A. H. Chamberlain

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Baltimore, Brockton, Buffalo, Cincinnati, Chicago, Detroit, East Walpole, Kansas City, Minneapolis, Norwood, Philadelphia, Savannah, South Kearny, St. Louis

BIRD'S
NEPONSET
REVIEW

VOL. XXVII FEBRUARY, 1939 NO. 1

PRESIDENT B. H. ROBERTS REPORTS ON CONDITION OF OUR BUSINESS

To the Members of Our Organization:

In the Neponset *Review* of last June, I gave a detailed explanation of how the different parts of our organization worked together; how the money, which, from the beginning, has been plowed back into plant, equipment and working capital has made the business possible and how the money we have received from the sale of our goods is spent.

I know you are all interested at this time to know how we fared in 1938. The accompanying Profit and Loss Statement will give you the desired information. This statement is simply a record of money received from the sale of our goods less the amount spent for labor, materials and other expense items, the amount paid in the form of dividends to our Stockholders for the use of their investment in plants, equipment and working capital, and the amount left over which is to be added to Savings from Past Earnings Which Have Been Reinvested in Our Business (Earned Surplus).

I believe we have made this Profit and Loss Statement so clear that no detailed explanation of the various items appearing there is needed; a few comments will suffice.

PROFIT FOR THE YEAR

The net profit resulting from the manufacture and sale of the products made in all our plants, during the year 1938, was $146,258.89. Running time and tonnage produced in our mills was very good but the price received for the goods was exceedingly low, with resulting lack of profits. The money to pay for raw materials, labor and expense spent in manufacturing and selling the goods we manufacture must come from money the customer pays us for goods purchased. There is a limit to the price the customer will pay for our goods. This price is determined by the value and desirability of our goods to him and by competition with similar goods made by others and with other desires and uses the customer has for his money. Destructive competitive prices existed in all divisions of our business in 1938, hence low prices.

We received $230,211.22 from operating sources other than plant operations. This is made up of interest and dividends from securities owned; profit from the sale of securities bought and sold in the normal course of operations; profit of Bird Finance Corporation for the year, which represents income derived from the loan of our money to finance the use of Bird products, and Royalties which represent money paid by other manufacturers for use of patents developed by us as a result of expenditures for Research and Development in past years. This income is only remotely related to the operation of our mills and the sale of our products.

We have 1044 Stockholders and the total amount paid in dividends, on Preferred and Common Stock, for the use of their investment in plant and equipment and this money with which we operate our business, is shown in the Profit and Loss Statement. During this same period the employees in our plants and offices received $4,193,503.80. You will note that the amount left over from operating profits is $8,662.96, and this sum was added to our reserve for future demands of our business.

During the year we sold a part of our interest in Building Products Limited of Canada. This represented the sale of a portion of the Assets of our business, and the gain derived from the sale, after providing for Federal and State taxes upon the transaction, was added to the $8,662.96 left over from operating profits for the year 1938 and the resulting sum reinvested in the business.

DEPRECIATION

This sum represents the charge against operations necessary to provide for the replacement of machines and buildings which are worn out or which are out of date due to new and better equipment coming into use. During the past four years we have spent $2,157,813.88 for new equipment, largely purchased to replace old equipment or to extend our facilities to better serve the changing needs of our trade.

BIRD & SON, inc.

CONSOLIDATED PROFIT AND LOSS STATEMENT FOR 1938

Net Amount received from Sale of our Products less Cost of Raw Materials and all other items of Expense other than Depreciation, Payments for Extra Compensation, and Taxes deducted below		$1,327,805.23
Deduct Depreciation		582,278.26
		$ 745,526.97
Deduct:		
Research and Engineering Expense	$ 76,286.86	
Additional Compensation Payments Based on length of service	145,125.73	
Taxes—Provision for Federal and State Income and Excise Taxes	98,830.85	
Federal Old Age Benefit and Unemployment Compensation Insurance Taxes	163,507.24	
Local Taxes paid in communities where our Plants are located	115,517.40	599,268.08
Net Profit from Plant Operations		$ 146,258.89
Add: Other Income—		
Interest and Dividends Received	$111,668.97	
Gain from Sale of Securities	2,296.21	
Net Profit for the year of Bird Finance Corp. (a wholly owned subsidiary company)	3,999.23	
Royalties and Miscellaneous Income	112,246.81	230,211.22
Total Profit for the Year from Plant Operations and Income from Other Operating Sources		$ 376,470.11
Deduct: Dividends paid in cash		
On Preferred Stock	$140,928.75	
On Common Stock	226,878.40	367,807.15
Excess of Profits from Plant Operation and Income from Other Sources over Dividends paid Stockholders		$ 8,662.96
Savings from Past Earnings Which Have Been Re-invested in the Business, as of December 31, 1937		6,292,725.52
		$6,301,388.48
Gain from Sale of 14,100 shares of Building Products Limited Stock	$735,869.70	
Deduct: Provision for Federal and State Income Taxes thereon	156,000.00	579,869.70
		$6,881,258.18
Deduct: Adjustments for depletion of leaseholds and capital losses of subsidiary companies for prior years		14,091.22
Savings from Past Earnings Which Have Been Re-invested in the Business as of December 31, 1938 (Earned Surplus)		$6,867,166.96

RESEARCH AND ENGINEERING EXPENSE

It is necessary for us to develop new and better products and to improve our old products. Business is constantly changing—new products and methods are being developed daily. If we do not keep abreast or ahead of changing demands we will gradually lose our business. The long list of new products which we have added during the past few years has served to maintain the life of our line. These items were the result of unceasing work in our laboratories and mills.

ADDITIONAL COMPENSATION PAYMENTS

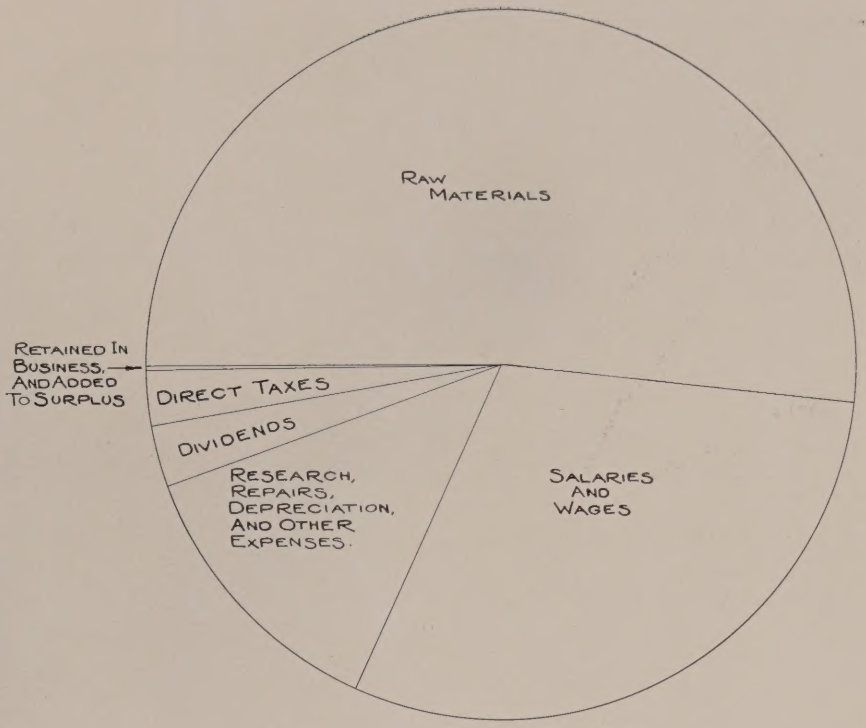
This item represents the amount expended for our plan of Additional Service Compensation. You are thoroughly familiar with our policy in this respect.

TAXES

During 1938 our direct taxes amounted to $377,855.49. Compare this item with profit of $146,258.89 from Plant Operations and total profit of $376,470.11 from Plant Operations and Income from Other Operating Sources. Note the largest single item of $163,507.24. This is the amount we paid out for the newest tax, Federal Old Age Benefit and Unemployment Compensation and is in addition to any amounts paid by employees. This item will increase until it reaches a theoretical maximum rate in the year 1949. Compare this item with the expenditure for Additional Service Compensation.

OTHER EXPENSES INCLUDED IN COST OF GOODS PRODUCED

There is one other expense included in cost of goods produced and deducted from Net Sales which does not appear on the Profit and Loss Statement which I am sure will interest you. During the year 1938 we spent $105,116.73 for Service Vacations with Pay for Employees, Plant Hospital and Medical Service Expense, our proportion of the cost of the Mutual Benefit Association, the Bird Club and for the operation of the Suggestion System. Included in the above sum is $64,957.44 for Service Vacations and $25,532.97 for our proportion of the Mutual Benefit Association.



HOW WE SPEND THE MONEY WE RECEIVE FROM THE SALE OF OUR PRODUCTS

To give a clear picture of how we spend the money we receive from the sale of our products we have laid out the circle diagram shown above. The size of the piece of circle under each heading indicates the amount of each dollar received from the sale of our products which was spent for the purpose indicated.

PRESENT AND FUTURE

The reductions made in expenses during 1938, some betterment in the price situation in some of our lines and an indication of pickup in general business volume give encouragement to predict a better year in 1939. We want you to understand our problems and we know that you, in understanding, can do a better job.

GIRLS' BOWLING TEAMS

No 1 Box Shop still retains its lead in the league, and No. 2 Box Shop now holds second place. Nobody has yet challenged Hilda Zimlicki who holds both high single string and high three string honors. The Advertising Department still holds the team high single string record, but No. 2 Box Shop has established a new high three string record of 1397.

In a special Christmas turkey roll off, the winners were Mary Concannon, Helen Sironka and Peg Owens.

High string weekly winners since December 5 have been: Helen Curran, Mary Geary (twice), Lillian Balduf and Hilda Zimlicki.

Standing of the Teams:

Team	*Won*	*Lost*	*Average*
No. 1 Box Shop	21	7	.750
No. 2 Box Shop	23	13	.640
Comptometer	15	9	.625
Stenographic	19	15	.560
Advertising	18	16	.534
Flooring Sales	6	26	.187
Traffic	5	23	.178

Ten highest bowlers:

Hilda Zimlicki	97.0
Mary Geary	90.1
Peg Owens	90.0
Lillian Gardner	88.6
Laura Farris	88.5
Nancy Ruggiero	88.2
Jane Kwiatkowski	87.7
Mary Bannon	87.1
Anna Stasis	86.9
Mary Stone	86.7

This was taken during the recent southwestern salesmen's meet-up at Shreveport. Front Row: George Shaw, R. N. Potter, F. C. Robie, J. W. Tidwell, L. R. Johnson, C. E. Houghton, H. B. Beauchamp, T. D. Blanchard, J. F. Schroeder. Second Row: L. L. Williams, J. G. Young, C. W. Conrad, Jessie King, Katherine Mares, Thyra Carter, Rachel Massey, E. L. Chamberlain, W. W. Wilson, R. D. Peterson. Third Row: Walter Bauer, Ray Wolf, L. S. Wharton, F. E. Dyess, J. G. Houston, G. E. Mahoney, Benjamin Morris, E. B. Dodd, J. R. Chapman, E. W. Canterbury, Charles Andrews, A. C. Berglund. Fourth Row: Frank Kruizenga, C. I. Motes, H. H. Faircloth, Albert Brock, E. B. Weeks

CAMERA CLUB

BY RALPH WATSON

At the December meeting of the Club several reels of 16 millimeter motion pictures were shown. Nearly all were in full color Kodachrome and were the work of Mr. Charles J. Rich of Norwood. They included scenes showing the raising and training of a hawk by a well known local sportsman, Mr. W. W. Waldheim of Sharon; close-up views of insect and bird life; and two sequences showing surgical operations on dogs performed by Dr. R. H. Bruce, Norwood veterinary. These last were rather strong medicine for some of the audience, but no one fainted at the sight, and all agreed that the pictures were marvelously well done. To our regret, Mr. Rich himself was unable to be present on account of illness. Fred Eisenhauer handled the projector and the show went over very smoothly indeed.

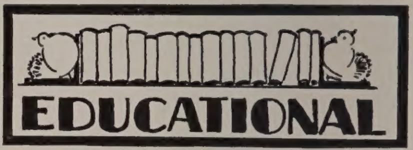
Only five prints were entered in the December competition, your reporter's print, "The Smith", being given top rating by the members, while William Broadley's "Patchwork" and "100 Feet Down" took second and third places.

The Club celebrated its first birthday and held its Annual Business Meeting January 17th. For 1939, Ralph Watson and M. Edgar Tarr were re-elected president and vice-president, respectively; Donald Frazier was elected secretary, and Charles Griffin, treasurer.

Mr. Franklin I. Jordan, F. R. P. S., was our guest of the evening. An associate editor of American Photography, Mr. Jordan is one of the country's most well known pictorialists. After a short talk on the subject of Art in Photography, Mr. Jordan proceeded to a criticism of about thirty prints submitted by the members. While indicating the faults existing in the pictures, he nevertheless had a favorable comment for each one, and those present felt that his visit made this meeting probably the most interesting one to date.

Before Mr. Jordan's remarks, the Club balloted on the twelve prints entered in the competition for January. It is pleasant, though a little embarrassing, to report that your reporter's print once more received the approval of the members. However, the success of "Lilyan" was doubtless due as much to the model as to photographic ability! William Broadley's "Shadow Road" won second for him again, while Mario Pederzini's flower picture, "Fragrance", was third. Charles Griffin's print, "Baby Sister", was first in the Intermediate Class, and scored more points than most of those in the Advanced Class!

The club has built up a good collection of prints during its first year, and by the time these notes are published they will probably be on exhibition in our "gallery"; i.e., the girls' smoking room, in FX2 building, where rails are being installed to receive the frames. After the First Annual Exhibition, the prints will go on the road, visiting several camera clubs in the East and West who have arranged exchanges with us.



EDUCATIONAL

BY ERNEST COLEMAN

Our series of weekly discussions, under the leadership of Dr. Matthews of Babson Institute, will start on February 2 at 8 P.M. in the East Walpole Brigade Room. The general theme is a study of "Our Spectacular Past", "Our Bewildering Present", and "Our Potential Future".

More than forty club members have signed for these classes. There is still room for a few more.

We feel that Dr. "Jim" Matthews needs no introduction to Bird Club members, and that those who come will stay to enjoy this interesting series of discussions.

MICHAEL ROSTOUSKUS

Michael Rostouskus, a worker at our Roofing Plant since 1923, passed away on Thursday, December 22nd, at the Norfolk County Hospital in South Braintree after a lingering illness which had compelled him to stop work in August, 1937.

Since coming to Bird & Son in 1923, Mr. Rostouskus had worked most of the time on the #1 Roofing Machine and was known as a faithful and dependable employee.

He is survived by his wife, three daughters and a son, Joseph, who is at present employed at our Norwood Roofing Plant.

We extend our sincere sympathy to the family.

Grand prize winners for 1938 Suggestions, with the members of the Executive Committee present at the awarding of the prizes. Left to right: Joseph Bartell, Roofing Machines; Louis P. DesJardins, Engineering; Girolamo Rignonese, No. 1 Box Shop; B. D. Rogers, Director of Personnel; Perry Crane, Roofing Plant; Edgar Bigelow, No. 2 Box Shop; Louis Maida, Finishing Mill; Chester Porter, No. 2 Box Shop; B. H. Roberts, President; Henry Smith, No. 2 Box Shop; E. H. Bartlett, Vice President; C. W. Conrad, Director of Manufacturing; and P. R. Allen, Chairman of the Board.

GRAND PRIZE SUGGESTION AWARDS

For the first time in many years, two suggestions were both of such outstanding value that they were tied for the honor of the best suggestion of 1938, and each given an award of $100.00. The two lucky winners were Perry Crane, Roofing Granule Plant, and Louis Maida, Finishing Mill. Both of these men also received special awards of $150.00 each on these same ideas.

An award of $25.00 for the third best suggestion of 1938 went to Chester Porter, No. 2 Box Shop and he received an additional award of $80.00 as a special award on this money saving suggestion.

Perry Crane's suggestion was called "Eliminating Rock from Dust", and provided for a shaker screen at the dust separator in the Granule Plant. This screen takes out all particles of foreign matter which formerly used to cause breakdowns and poor quality of material on #1, #5 and #7 roofing machines where this dust was used.

Louis Maida's suggestion called "Wooden Expansion Arbor for special sized rolls" made an equally valuable saving at our finishing mill at East Walpole. It is now necessary to deliver to certain customers rolls of paper with 7″ to 10″ diameter holes in the center. Ordinarily, the shafts on which we wind our paper are only three inches in diameter, and until this suggestion was put in, it had always been necessary to wind the paper on the small shaft and then rip out and discard the inner con-

Thomas Jones and Joseph Cozzi, two Chicago workers who won Grand Prize Awards in the 1938 Suggestion Contest.

$760.00 IN AWARDS

BEST SUGGESTIONS OF 1938

Two Suggestions Tied for First Prize

Perry Crane, Roofing Granule Plant	$100.00 150.00	$250.00
Louis Maida, Finishing Mill	100.00 150.00	250.00
Third Best Suggestion of 1938		
Chester Porter, No. 2 Box Shop	25.00 80.00	105.00
Special Awards		
Perry Crane, Roofing Granule Plant	40.00	
Joseph Bartell, Roofing Machine	25.00	
Louis DesJardins, Engineering Dept.	25.00	
Joseph Cozzi, Chicago	15.00	
Thomas Jones, Chicago	15.00	
Girolamo Rignonese, No. 1 Box Shop	15.00	
Edward Bigelow, No. 2 Box Shop	10.00	
Henry Smith, No. 2 Box Shop	10.00	
Grand Total		$760.00

Gus Mollerberg of Phillipsdale is sold 100% on the value of Safety Shoes. Recently while unloading a truckload of rags he was saved from serious injury because of these shoes. A bale being unloaded bounced on the loading plank, which flew up in the air and landed on his toe. The force was sufficient to cut the leather, but his foot was not injured. If you will look closely you can see the cut on his left shoe.

volutions until the required diameter was reached. Maida's idea allows us to build up the small shaft to the required diameter, thus eliminating a large amount of waste which makes a considerable saving over a year's time.

Chester Porter's suggestion was for the Elimination of Front Trim on Miehle Cutter and Creaser, and this likewise saves a substantial amount of waste by showing how this trim on the edge of the sheet could be done away with.

In addition to these best suggestions of the year, eight suggestors received special awards for ideas of unusual value as follows:

$40.00 to Perry Crane, Roofing Granule Plant, for his suggestion—"Change Method of Shutting Down Mill". Through this new method of operating the Granule Plant a substantial amount of production time is saved.

$25.00 was awarded to Joseph Bartell, No. 7 Roofing Machine. His suggestion was "Idle Roll for Winder". This new roll which he has suggested takes the strain off another roll and prevents it from breaking; thus repair time is saved on the machine, and better production can be made.

$25.00 was also awarded to Louis P. DesJardins of the Engineering Department for a suggestion of a way to reduce waste on flower pots. By putting his idea into effect there is less waste paper in this operation, and the saving amounts to quite a bit each year.

Three $15.00 awards were given. One was to Joseph Cozzi of Chicago for his suggestion "Change #2 Elevator Swing Pipe". This makes the operation more flexible at Chicago and saves some time which was formerly needed for cleaning one of the elevators. Another Chicago man, Thomas Jones, received a $15.00 award for a suggestion "Rubber Strips around 3 in 1 Die Roll". On one particular type of shingle this has increased production and thereby made a saving as well as helped reduce complaints regarding the variation in the length of the shingle. The Third $15.00 award was made to Girolamo Rignonese of No. 1 Box Shop for a suggestion "Collect all ink from FXF and FXG". By collecting this ink and regrinding and using it over again, a substantial saving is made each year.

Two $10.00 awards were made, the first to Edgar Bigelow, No. 2 Box Shop for his suggestion "Use Dayco Rolls on Miehle presses". These new rolls are "all-season rolls" and do not crack or melt in hot weather.

Henry Smith, No. 2 Box Shop received the other $10.00 award for his suggestion, "Steel Run for Carriage Ways of Job Presses". This enables our Maintenance Department to repair these ways, instead of making it necessary to purchase new ones each year when they wear out.

THREE TYPES

In presenting these awards in the presence of members of the Executive Committee on Friday, January 20, President B. H. Roberts stated that it was a very great pleasure for him, because these awards indicated that the suggestors had done some constructive thinking about their work and, he said, it was this sort of constructive thinking which gives each business its own individuality, and enables it to progress and to be successful.

Rogers Weed, Jr., Northern Division Manager of the Roofing Sales Department.

NEW MANAGER

EARLY last fall, Mr. Rogers Weed, Jr. was made Manager of the Northern Division of the Roofing Sales Department.

After working in our Roofing and Flooring plants one summer vacation period, while attending school, Mr. Weed joined Bird & Son permanently in February 1927 as a correspondent in the Roofing Sales Division. He is a graduate of Harvard College and Harvard University School of Business Administration.

He served a year as a correspondent and then was transferred to outside sales work for two years, returning to the office as Head Correspondent on May 1, 1930, and remaining on that work until his recent promotion as Manager.

We congratulate Mr. Weed and wish him the best of success.

FOUR ACCIDENTS

WE have four lost timers to report since the last publication of the *Review*. Two of them were December accidents, bringing our total for 1938 up to 17, three more than in 1937.

One of our 1939 accidents occurred on January 24 in the Stock Handling Department. Salvatore DelSignore was helping two other men unload bales off the end of a truck. As one bale was being unloaded, another one fell, striking DelSignore to the ground, and causing contusions of his right hip and knee. He is still out.

The other January accident occurred on January 30 when Raffael Patinsky of the Boiler Room strained his back while cleaning clinkers out of a boiler. He lost six days.

The accident on December 19th occurred at Phillipsdale and put an end to their remarkable run of more than four and one half years without any lost time accidents. On that day Richard Thatcher slipped on a spot of oil while carrying an empty shaft across the room. The shaft crushed the fingers of his left hand and bruised his elbow. He continued at work until January 23rd, but infection in the elbow developed, and he had to start losing time.

The other December accident was at the Roofing Granule Plant on December 30. Herbert Snell was driving a tractor loaded with granules. These tractors are equipped with the driver's seat in the rear of the load. As he rounded a corner, he stopped quickly to avoid hitting a car which was backing out from the parking space. The sudden stop shifted the load and the tractor tipped forward, throwing Snell to the ground, fracturing his right knee. He is still out.

Now that Phillipsdale's record has ended, the coveted Safety Shield goes to Chicago, where the employees have worked since April 13, 1937 without any disabling injuries. But even though the Phillipsdale men no longer have the shield, nobody can take away from them the distinction of having established the best safety record ever made by a Bird & Son Plant, a record which has won them national safety honors four years in succession.—1753 calendar days, and 1,420,095 man hours.

SOCCER NOTES

BY JOHN H. WHITE

Our Soccer Team is standing by for better playing weather. The standing to date leaves us in the round preceding the semi-final of the State Championship, and our opponent, Portuguese Americans of Cambridge. This team defeated the strong Sao-Miguel team in the previous round and will be hard for us to defeat.

The game will be played at East Walpole, where we would like to see every Bird Club sport fan supporting the team.

We are also in the semi-final round of the Curley Cup, but our opponent has not been drawn.

Players who are expected to play in the cup games are: Captain, Tommy Wood, Jack Smith, John Tznadel, Walter McKenna, Carol Kotkowski, Harold Nicholson, John McDougall, Gus Hogan, William Dropski, Leo Giandominico, Danny Costello, Karl Frederickson, Michael Rainone and Joseph Smelstor.

New officers of our Employees' Mutual Benefit Association: First Row, Kenneth Rouillard, President; Alfred Kendall, Vice-President; Ernest Oakes, Treasurer, and A. W. Smith, Secretary. Second Row: Edward Geraghty, Betheo Chandler, Frank Eisenhauer, Lyman Small and Samuel Hunter, members of the Investigating Committee.

REPORTS AND ELECTION

With an attendance of 103 at the Annual Meeting of the Employees' Mutual Benefit Association in the Brigade Room on January 10, the members reelected Kenneth G. Rouillard as President, and Albert W. Smith as Secretary, and put into office two new members,—Alfred Kendall of No. 1 Box Shop as Vice President, and Ernest Oakes, Stock Transfer Department, as Treasurer.

The new Investigating Committee is composed of Edward Geraghty, Roofing Plant, Betheo Chandler, Hospital, Frank Eisenhauer, Printing Dept. Samuel Hunter, No. 1 Box Shop and Lyman Small, Flooring Plant.

The Nominating Committee for next year is—William Downing, No. 1 Box Shop, Bruce Farrar, Roofing Plant, Ambrose Fitzpatrick, No. 2 Box Shop.

Reports of the various officers were heard and the written reports from the other divisions in Phillipsdale, Chicago, Shreveport and Waterloo were read and accepted. It was voted to continue corporate membership in the Norwood Hospital for the next year, and also a special vote of thanks was given to Bird & Son for its financial assistance during the year.

Mr. B. D. Rogers, Chairman of the Executive Committee spoke briefly of the work of that Committee, and stated that the Committee had made an investigation of a number of different hospitalization plans such as the Blue Cross and others of that type, but that they had no definite recommendations to make now.

Dr. R. W. Bourke was present and gave a most interesting talk on some highlights in the history of medicine, telling of the advances that had been made in the treatment of pneumonia, diabetes, pernicious anemia, anesthesia, and surgery.

STATISTICS

BENEFIT ASSOCIATION

Number of days benefit paid—8284
Number of members receiving benefit—217
Number of members receiving full benefit—13
Number of members who died—21
Number of members receiving total and permanent disability payments—2
Thanksgiving dinners given—4
Christmas dinners given—22
Baskets of fruit given—19
Present membership — 2351 (69 less than a year ago).

BIRD'S
NEPONSET REVIEW
Vol. XXVII February, 1939 No. 1

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

Advisory Board
P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers

Editor E. M. Grout
Circulation Manager A. S. Blaney

Printing Foreman, F. R. Meyer

Not to think through is to fail at the beginning, and not to follow through is to fail at the close.

Don't hunt for trouble
But look for success
You'll find what you look for
Don't look for distress
If you see but your shadow,
Remember I pray
That the sun is still shining
But you're in the way.

Don't grumble, don't bluster,
Don't dream and don't shirk
Don't think of your worries,
But think of your work.
The worries will vanish,
The work will be done.
No man sees his shadow
Who Faces the SUN.
—Unknown.

HOWARD F. EVERETT

Howard F. Everett, Foreman at our Roofing Plant since 1922, and one of the best loved citizens in the community, passed away at the Norwood Hospital on December 31st after a short illness.

Funeral services were held at the United Church on Common Street, Walpole, on Monday, January 2nd and were attended by hundreds of friends and fellow-workers, many of whom were unable to enter the Church, but stood outside in silent tribute.

Mr. Everett was born in Walpole on January 1st, 1887, educated in the Walpole Public Schools and entered the employ of Bird & Son at the age of 16. In 1910 he went to Hamilton, Ontario and served for a number of years as the Superintendent of the Canadian Plant of Building Products Limited there. Except for $2\frac{1}{2}$ years spent in Derry, New Hampshire and Vandalia, Illinois, his service to Bird & Son has been continuous. Since 1922 he has been a foreman at the Roofing Plant, and since February 1923 foreman of the Roofing Machines Department where he was loved and respected by all who worked for and with him.

FINE CITIZEN

His many civic and fraternal services made him one of the town's most influential citizens. He was an active member of the United Church, serving as Deacon and Clerk for several years. He had been a Selectman for two years and was a candidate for re-election. During those two years he served as clerk of the Board of Selectmen. He was a very active member of the Azure Lodge of Masons, serving as its secretary since 1931. Within the past year he had been presented with the Joseph Warren Medal for distinguished service, a medal given by the Massachusetts Grand Lodge in recognition of faithful service in the lodge, the community, in church work and as a useful citizen. He was a past president of the Bird & Son, inc., Mutual Benefit Association and a Past Master of the Walpole Grange. He was a charter member of the Rotary Club of Walpole and a member of Reliance Lodge I.O.O.F., of the Unity Club at East Walpole and of the Men's Club of the United Church. For four years he served as Treasurer of the Walpole Republican Town Committee.

The funeral service was simple and impressive, and included a short Masonic Service at the Church and again at the Maple Grove Cemetery.

Twenty-four firemen, headed by Chief Chester Donnell and Captain Aaron Hill, formed a guard of honor at the services.

He is survived by his wife and four children, D. Emerson, Eleanor, Charles and Bruce of Walpole; his mother, and two brothers, Raymond and Harold of Mansfield.

To the family we extend our deepest sympathy in the loss of one of the finest citizens of the community.

WILLIAM REARDON

William Reardon, a Bird & Son worker since 1926, died suddenly from a heart attack on Christmas Day, December 25th, at the age of 38.

He was born in Ireland and came to this country about 16 years ago. He worked at Bird & Son for short periods in 1923 and again in 1924 and 1925, and had been with us steadily ever since December 3rd, 1926 as a carpenter and millwright at our East Walpole Maintenance Department.

Funeral services were held from the home on Wednesday morning, December 28th, and a High Mass was celebrated at St. Mary's Church in East Walpole at nine o'clock. Burial was in the St. Francis Cemetery in South Walpole.

He is survived by his wife and a young daughter.

We extend our deepest sympathy to the family.

JOHN A. GRAHAM

John A. Graham, a worker at the Roofing Plant since June, 1914, died at the Massachusetts General Hospital at the age of 56, on Friday, January 20, 1939. He was stricken ill on December 29, 1938 and was a patient at the Norwood Hospital for about a week before being removed to the Massachusetts General Hospital.

He worked at the Roofing Plant during the entire twenty-four years of his service with Bird & Son, spending most of his time on No. 5 Shingle Machine, except for short periods in other departments. For many years he was a machine tender on that machine; at the time of his death he was a member of the Insul Bric Department.

Funeral services were held on Sunday afternoon, January 22 at the Union Congregational Church in East Walpole.

He is survived by his wife and three children, Louisa, William, and Jean. Miss Louisa Graham is a member of our Stenographic Department, and William Graham works in the Accounting Department. We extend our sympathy to the family in the death of this veteran employee.

VETERANS' LIST

We give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during February and March, and of those who complete twenty or more years' service during these months.

FEBRUARY

			Years
Thos. P. Maguire	2– 3–1880	Retired	59
Henry Hartig	2–21–1905	Maintenance	34
Martin Lambine	2– 1–1910	Retired	29
Alice Field	2–27–1911	Office	28
Fred Nordblom	2– 2–1914	Flooring Plant	25
B. R. Taylor	2–16–1914	Office	25
Peter Nielson	2– 7–1916	Box Shop	23
James Loughman	2–10–1916	Roofing Plant	23
John E. Curran	2–11–1916	Paper Mill	23
Wm. F. Murphy	2– 5–1917	Box Shop	22
Charles D. Rafuse	2–12–1918	Maintenance	21
B. I. Hindmarsh	2–11–1924	Sales—Flooring	15
Michael Cronin	2–19–1924	Maintenance	15
Elton Moore	2–25–1924	Flooring Plant	15
Dominic Angelo	2–11–1929	Roofing Plant	10
V. E. Gronroos	2–15–1929	Flooring Plant	10
James H. Ellis	2–18–1929	Box Shop	10
Vernon Rafuse	2–21–1929	Paper Mill	10
Kenneth Schofield	2– 1–1934	Flooring Plant	5
Samuel Piraino	2– 6–1934	Flooring Plant	5
John Dziubanick	2–12–1934	Flooring Plant	5
Albin Vietze	2–13–1934	Flooring Plant	5
Chas. Treciokas	2–13–1934	Flooring Plant	5
Elbert Allen	2–14–1934	Flooring Plant	5
Victor Babel	2–14–1934	Flooring Plant	5
Warren Smith	2–14–1934	Flooring Plant	5
Leo Stoddard	2–14–1934	Flooring Plant	5
Halvar Tolander	2–14–1934	Flooring Plant	5
Denis Troisfontaine	2–14–1934	Flooring Plant	5
Walter Wallis	2–14–1934	Flooring Plant	5
John Stanovich	2–14–1934	Flooring Plant	5
Louis Coburn, Jr.	2–15–1934	Flooring Plant	5
Wm. Everburg	2–15–1934	Flooring Plant	5
Michael McColgan	2–15–1934	Flooring Plant	5
Steven Wosniak	2–15–1934	Flooring Plant	5
John Delaney	2–16–1934	Flooring Plant	5
Lawrence Hewins	2–16–1934	Flooring Plant	5
Carl Hilton	2–16–1934	Flooring Plant	5
Malcolm Sisson	2–19–1934	Roofing Sales	5
Lewis Walter	2–19–1934	Flooring Plant	5
Howard Nelson	2–20–1934	Flooring Plant	5
Keith Spaulding	2–23–1934	Flooring Plant	5

Chicago

Wm. W. Wilson	2– 9–1913	Roofing Sales, Western Mgr.	26
Mary Curran	2– 4–1924	Office	15
John Walsh	2–12–1924	Plant	15
Ida Mitchell	2–19–1924	Office	15
Ollie Jones	2– 1–1929	Plant	10
Martin R. Pearce	2– 5–1929	Plant	10
Ralph Calhoun	2–19–1929	Plant	10
Raymond Gusick	2–28–1929	Plant	10
Charles White	2–13–1934	Roofing Sales	5

Shreveport

Frank Kruizenga	2–13–1929	Plant	10

Berry Asphalt

Elmer May	2– 1–1934	5

Phillipsdale

Willie Banks	2– 6–1910	29
Joseph Farrell	2–21–1913	26
Charles McLoughlin	2–18–1924	15
Herbert Black	2–22–1924	15
Armond Giberson	2– 4–1929	10
Edouard Roy	2– 6–1929	10

Canada

L. T. Dick	2–15–1910	Montreal	29
A. J. Lepiez	2– 4–1924	Montreal	15
W. Smylie	2–16–1911	Hamilton	28
O. J. Picher	2– 1–1917	Pont Rouge	22
A. J. Grimard	2–16–1917	Pont Rouge	22
K. E. Munro	2–25–1929	Salesman, Ontario	10

MARCH

			Years
James Kivlin	3–30–1892	Retired	47
William J. Quinn	3– 9–1900	Paper Mill	39
Bartley O'Donnell	3– 1–1905	Maintenance	34
Harry Bellew	3–10–1907	Roofing Plant	32
John S. Mattson	3– 4–1908	Roofing Plant	31
William Morrissey	3–29–1910	Maintenance	29
Ivar Lindquist	3– 3–1911	Roofing Plant	28
Felix Thompson	3–10–1911	Paper Mill	28
John Peza	3–13–1911	Roofing Plant	28
Salvatore Lacivita	3– 8–1912	Roofing Plant	27
William J. Quinn	3–21–1912	Janitor	27
Camillo DePlacido	3–22–1912	Roofing Plant	27
John Broadley	3– 2–1915	Maintenance	24
John J. Foley	3–18–1915	Paper Mill	24
Eric Carlson	3– 7–1916	Paper Mill	23
Stanley Alukonis	3– 7–1916	Roofing Plant	23
James Wilkes	3–10–1916	Box Shop	23
Michael Yasionis	3– 5–1917	Paper Mill	22
Tony Yuhaskey	3–26–1917	Paper Mill	22
A. J. McDonald	3–29–1917	Maintenance	22
Earl Clark	3– 1–1919	Flooring Sales	20
James Capone	3–19–1919	Box Shop	20
Joe Catalino	3–26–1919	Box Shop	20
Carroll S. Gammell	3– 3–1924	Flooring Plant	15
Marshall B. Lee	3–11–1924	Box Shop	15
Thos. Rogers	3–31–1924	Flooring Plant	15
John P. Conroy	3–11–1929	Roofing Plant	10
Harold Mattson	3–19–1929	Roofing Plant	10
Charles Norton	3–21–1929	Roofing Plant	10
Genevi Carroll	3–25–1929	Box Shop	10
Francesco Billotta	3–28–1929	Roofing Plant	10
Philip Muehlberger	3– 6–1934	Flooring Plant	5
John MacLatchy	3–12–1934	Flooring Plant	5
Helen Ceglarski	3–14–1934	Box Shop	5
Dominica Lipinsky	3–14–1934	Box Shop	5
Helen O'Malley	3–14–1934	Box Shop	5
Francesco Antonico	3–15–1934	Roofing Plant	5
Henry Eklund	3–15–1934	Roofing Plant	5
Dan Iagatto	3–19–1934	Flooring Plant	5
John Costello	3–19–1934	Box Shop	5
Carl Hagblom	3–19–1934	Roofing Plant	5
Theodore Pieczonka	3–19–1934	Roofing Plant	5
Wm. Sundquist	3–19–1934	Box Shop	5
John Valma	3–19–1934	Roofing Plant	5
Frank Muchinskas	3–20–1934	Roofing Plant	5
John McDonald	3–20–1934	Roofing Plant	5
William Murray	3–20–1934	Roofing Plant	5
Salvatore Bucihieri	3–20–1934	Paper Mill	5
Frank Pennacchio	3–20–1934	Roofing Plant	5
John G. Phillips	3–20–1934	Flooring Plant	5
Wm. Quinn	3–20–1934	Roofing Plant	5
Charles Shusta	3–20–1934	Box Shop	5
Hans Wilhelmsen	3–20–1934	Roofing Plant	5
George Smith	3–23–1934	Roofing Plant	5
Everett Jarvis	3–23–1934	Roofing Plant	5
Edmund H. Jones	3–28–1934	Roofing Plant	5
Thos. McColgan	3–28–1934	Flooring Plant	5
John P. Dixon	3–29–1934	Box Shop	5
Hannah O'Day	3–29–1934	Box Shop	5
Maxmillan Rabinovich	3–31–1934	Roofing Plant	5
David Fleming	3–30–1934	Roofing Plant	5
John Grenkevich	3–30–1934	Flooring Plant	5
John Yadisenia	3–28–1934	Maintenance	5
Vincenzo Cappuccio	3–29–1934	Roofing Plant	5
August Paajanen	3–31–1934	Roofing Plant	5
Francis Weagle	3–29–1934	Flooring Plant	5

Chicago

Joseph Blosky	3–11–1919	Plant	20
Marie Lester	3–12–1924	Office	15
Orlando Cozzi	3–19–1929	Plant	10
George Hornoff	3–20–1929	Plant	10
Oscar Bowman	3–12–1934	Plant	5

Berry Asphalt Co.

H. B. Jackson	3–15–1934	5

Phillipsdale

Henry Phelps	3– 7–1909	30
Helge Holter	3– 4–1912	27
Joseph DeCosta	3– 5–1924	15
Manuel Alexander	3– 5–1934	5
Frederick Matthews	3– 5–1934	5
John Cyronak	3–29–1934	5

Canada

C. M. Canfield	3– 1–1919	Toronto Office	20
L. E. Bellanger	3– 1–1924	Salesman, Quebec	15
E. J. Taillefer	3– 1–1917	Montreal	22
H. Girard	3–17–1918	Montreal	21
A. McCulloch	3–10–1915	Hamilton	24
T. Nisbett	3– 1–1911	Pont Rouge	28
F. J. Piche	3– 4–1917	Pont Rouge	22
W. R. McNeil	3–23–1901	Montreal	38

By Herman Nordstrom

On December 15 we held the largest Cribbage party we ever had, with sixty-eight players in attendance.

These husky fellows are "Buzz" and David Bearce, children of Howard Bearce of the Roofing Plant, inspecting the hurricane damage at Pleasant Point.

First Prize went to James Lacardi and Second Prize to Nils Lindequist. The winners of the four baskets of fruit were: Nils Lindequist, Victor Burrell, Albert Smith, E. A. Bradley.

At the January cribbage party, held on Thursday night, January 26, there were sixty players present, despite the cold weather. First and second prizes were split up between Charles McMunn of Charlestown and Edmund Wenstrom of the Roofing Plant.

The baskets of fruit as door prizes went to: Edwin Gillmore, David Bowles, George Stone and Ruel Fulton.

SALES CHANGES

On January 1, 1939 a new Sales Division, called the Paper Products Division, was established, with Mr. A. M. Claffee as Sales Manager. Under this Division are now grouped all three sales organizations dealing with paper products—the Special Papers Division, the Carton Division and the Box Division.

Mr. Claffee remains in charge as Sales Manager of the Special Papers Division and the Carton Division. Mr. C. H. Andrews continues as Sales Manager in charge of Fibre Cases, and Mr. F. C. Steglich and Mr. G. L. Studley both continue in their same capacities—Mr. Steglich in charge of Wood Frame Cases and Mr. Studley in charge of New Products.

PERSONAL NOTES

MAIN OFFICE AND SALES

Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman
Ruth Milliken
Pauline Ransow
John Murphy
Dorothy McEleney

There were many exclamations of "ohs" and "ahs" when Louise Percy was discovered wearing a beautiful diamond. We all wish you happiness, Louise.

What happened to R. W. Westcott and L. S. Wright when they teamed up against Pauline Babel and Eleanor Carlson in ping pong? Final statistics show that the girls walked away with the match by winning two straight games.

When is "Phil" Anderson, the Roofing messenger, going to buy that beach wagon we hear so much about?

A playful gust of wind recently removed a portion of Marion Smith's wardrobe from the clothesline. It is still among the missing.

We wonder why Jack Murphy refused a delicious jelly doughnut the other day. Those were not wrinkles, Jack, they were dimples!

Jimmie Conrad has so many lacerations and bruises as a result of the roller skating party he looks as if he had been to war. It seems that every time Jimmie bumped into a group and fell, he managed to be on the bottom of the heap. Can he take it!

Dave Hill was a welcome visitor during the holidays. Somehow your correspondent missed seeing him, but according to the girls, he looks "swell."

The Carton Division has a new sales correspondent, Harry G. Lees of Jamaica Plain. We extend him a very hearty welcome.

Anne White enjoyed a holiday week end of winter sports in Montreal.

We welcome Emmet Oakes, from Chicago, who is taking over the wheel as Head Correspondent in the Roofing Sales Division. Chicago's loss is our gain.

A third son was born December 26th, and S. H. Cole, Roofing Salesman is the proud father. He is thinking of exchanging this one for one of Roger Weed's or Eddie Cantor's girls!

The Sales ping pong team is showing a decided improvement in their game as well as in the League standing. Its roster consists of Barney Geigle, Bob McIntosh, "Zooker" Tucker, "G-G" Car, "Jiggy" Jurgelevich, and Bob Garner. L. S. Wright and R. W. Westcott also have played for the Sales team.

We welcome Adam Scott to our Messenger service. Ken Ross has been transferred to the Flooring Plant. Good luck in your new work, Ken.

Have you heard Maurice Godfrey's muted whistle? Sounds like one we used in the class room, you know, one of those "Yoo Hoo, Oh You Kid" whistles.

Friday, the thirteenth of the month was too much for McCahon, and a tricky chair caused his downfall. Was his face red!

We extend our sincere sympathy to both Ruth Anderson and Louise Graham who lost their fathers recently.

We welcome C. T. Tippett, new roofing correspondent for the Central Division.

Louise Geary is going to add a couple of spoonfuls of cement to her fudge recipe, so her future efforts won't produce the usual batch of syrup.

Ferdinand (the bull) has been officially adopted as the darling of the Billing Department. No chiselling in now, girls!

When is a certain person in the Mail Room going to run that Skating Party and Weenie Roast? All we hear is, "Are you going", "Where?" Down to the Neponset River to the skating party and weenie roast. Ask —— for an invitation." It seems we all have invitations, but when is she running this shindig?

Congratulations to Mary Concannon who won a turkey due to her skill as a bowler and a bit of a handicap.

In the South Bend, Indiana, newspaper, just before Christmas was a picture of a beautifully lighted home belonging to our salesman, Chester E. Blome, of that city. Four small evergreens in front of the house were lighted, and at the door were two, large illuminated candles.

Bob Garner's telephone recently crashed to the floor and frightened those near by. Mary Kelliher, after regaining her composure said, "Whistle when that's going to happen, Bob!" We suggest, "The Anvil Chorus."

Roy Cooper, our rotund paymaster, has issued a challenge. He will meet all comers in a skipping contest on roller skates!

Wylie MacIvor's oldest boy came home from school the other day and said, "Dad, I got a licking at school today, and it was all your fault." Mac couldn't understand why he was to blame until the youngster continued, "The other night when I asked you how much a million was, you said, 'A helluva lot'. Well, that isn't the right answer."

Two bowling teams composed mostly of members of the accounting departments met on Tuesday, January 31 in the first match of a scheduled series. The team match consisted of two strings of bottle pins rolled at the Recreation Alleys in Foxboro and two strings of candle pins at Roll-Land in Norwood. In addition to the team match the two captains, Peg Turner and Alice Kniberg competed in an individual match of three strings each of bottle and candle pins. Honors seemed about evenly divided as Miss Kniberg won the individual match while Miss Turner's team was victorious in the team match—but only by 15 points. It is interesting to note the origin of this contest. It all springs out of a discussion by Peg and Alice of the relative merits of bottle pins and candle pins. A match was arranged between the two girls and later it was decided that there would be a lot more fun if each girl captained a team in addition to her own match. This worked out well and so much fun was had by the gang that another match has been arranged for Friday, February 10 and others are planned to follow.

The members of the two teams were: Peg Turner, Mary Geary, Mary Bannon, Ambrose Fitzpatrick and Wesley Ahlgren; Alice Kniberg, Peg Delaney, Robert MacLeod, Laura Farris and Howard Hanna.

PAPER MILLS

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse
Jean Angus
Mary Driscoll
Peter Glebus
Joseph Jarlis
Donald Ross
John Wytones

It looks as if John Wytones will soon join the ranks of the benedicts. We hear that he has played the roll of Santa Claus, presenting a certain miss with a sparkler.

June in November — That is what it was for these girls who enjoyed a vacation trip to Miami Beach. Left to right — Helen Owens, Margaret Owens and Alma Callahan. Margaret Owens works in our Sales Promotion Department.

Congratulations to Harold Tracey. He is the father of a daughter born January 10, 1939.

George Mahoney is driving a new to him Ford.

Emil Sigmund goes all the way up to Pittsfield hunting rabbits and has to kick them out of his way when he is at the Salvage Yard.

John Bandonis has been seen at the Foxboro and Jamaica Plain movies quite a lot recently. It is rumored that he is collecting a set of dishes.

Helen Shimsky broke all records by winning the Jitter-bug contest at the State Ballroom in Boston during the month. Not every department can boast of a prize dancer.

New faces in the stock transfer department are Lloyd Hanson and George Mahoney.

Bill Mattson is receiving congratulations on his recent marriage. He kept it a secret for quite a while, but "Walter Winchell" Geraghty finally found it out.

Who is that fellow who has been chasing fox all over the countryside? Can it be J. B. King?

Mario Boragine has been strutting around lately with his chest high. He became the proud daddy of another son. How about those cigars, Mario?

Pat O'Malley has been thinking about buying a new auto. What about it, Pat?

Charles Rafuse is receiving congratulations on the birth of a 10 pound baby boy, at the Norwood Hospital.

Hilda Zimlicki and Henrietta Florest witnessed the Ice Follies at Boston Garden recently.

We welcome Josephine Eysie to the Cartridge department and hope she will like her new work.

PHILLIPSDALE

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Announcement has been made of the engagement of Miss Josephine Andreozzi of Riverside to Samuel Mineati.

Vincento Cicerelli isn't fussy about the size of his shoes. He is now wearing a size 7 on one foot and a size 8 on the other. Every week he changes them to opposite feet to straighten up the rubber heels.

John Rogers knows a lot about the reason for Andy McConnell having to change his trousers the other day while unloading a car of rags. John thinks someone put ice in Andy's pockets.

Lewis Jennings has the bus stop in front of his house every morning and if he can't start his automobile the bus driver gives him a push. Lewis is lucky to live so near the bus line.

The Thursday night bowlers are overlooking a bet. We understand that Manuel Perry is quite the works as a bowler.

Henry Gibb celebrated New Year's at home and reports are that he enjoyed the holiday.

Billie Banks has brought a Studebaker into the yard. This is the first Studebaker we have seen around here since Joe Moura's time.

From a picture which we saw recently we understand that "our Georgie" is considered to be the best boy in the world.

Things have been rather quiet in the repair department the last week or so. Both Freddie Matthews and Ed Kelly have been wearing masks.

It looks as if Ted Maddern is really going to keep his new Ford clean. We haven't seen any dust on it yet.

Here is a picture taken about March 1917 and sent to the Review by Harry Tower of the No. 1 Box Shop. How many can you identify?

We have a new candidate for Professor Quiz for we are told that Sharkey Hyrske sees all and knows all.

By the looks of the pencils in evidence since Christmas it seems as though many of the fellows have been borrowing some of their youngster's Christmas presents. Jack Reynolds has been sporting a pretty red one.

What can we do to get Cliff Soderlund to wear a tie?

New safety committees have been appointed for 1939 and are made up as follows:

T. G. Henderson, chairman; R. H. Salisbury, assistant chairman; D. S. Lowry, secretary.

Stock Handling—T. B. Maddern, chairman, Joseph Betencourt, Domenico Moio.

Stores—H. C. Phelps, chairman, Joseph Fisher, Apolonis Matonis, Manuel Alexander.

Transfer—Charles Cyronak, chairman, Edgar Vatcher, Charles McLaughlin, Dudley Perry, Joseph Sienkiewicz, Manuel Corry.

Machines—Helge Holter, chairman, William Callan, Clements Justynski, Anthony Perry.

Boilers and Engines—G. W. Hawley, chairman, Harold Hyde, John Silva.

Maintenance—Willie Banks, chairman, Leonard Carlson, Frederick Matthews, Thomas Horridge.

Shipping—L. E. Howard, chairman, Albert Dyson, Lewis Jennings.

Inspecting—A. H. Chamberlain, chairman, Francis Hall, Herbert Black, Richmond Thatcher.

BOX FACTORIES

NO. 1 BOX SHOP

John P. Walsh *John Phelan*
Earl Boyden *Helen Sironka*
Richard Sprague

All the boys here survived Christmas all right, except for a few of those neckties that the wives picked for them!

We extend our deepest sympathy to Jack O'Donnell in the loss of his father.

Lucy Troiano is all grins since she got a "sparkler" for Christmas. It won't be long now, "Rosie".

Antonio Unaley and Miss Amelia Canal were married in St. Mary's church, Franklin, on December 26. They spent their honeymoon touring New York, New Jersey and Pennsylvania. They will make their home in Walpole.

Bruno Stravinsky is the proud father of a baby boy born November 22.

Charlie Mutch is out recuperating from an appendicitis operation. We hope to see him back soon.

What's the matter with the boys in the Combiner room this month. They seem to be slipping. We have no new babies to report!

What's the difference between an apple and an onion? Anyone wishing to know the answer to this see Bill Downing.

How Frances Maroney managed to fall accidentally on purpose in front of a certain instructor at the Roller Skating party is beyond us, since it was her second time on skates. It looked mighty bad, "Franny", but you did all right.

If you felt a swift breeze that night it was only "Moey" DiPlacido whizzing by.

We are all curious to know why Charlie Desmond has deserted the Blue Moon for Lindy's.

NO. 2 BOX SHOP

Olga Eysie *Alma Walsh*
Josephine Rose *Rose Ruggiero*
Alice Brady *Vaughn Allen*

John Sigmund spent two weeks' vacation on an auto trip to Georgia. A very enjoyable trip was had and many points of interest were visited. Any mail from the blondes?

We received a Christmas card from Mrs. John Sturtz, the former Mary Bellew, now residing in San Diego, California.

We are sorry to hear Henry Smith's wife is a patient at the Baker Memorial Hospital.

Nancy and Rose Ruggiero attended the Ice Follies at the Boston Garden.

Michael Baranowski, Roofing Plant, and Joseph Jarlis, Turbine Room, bringing two deer back to camp at Jackman, Maine. These two men and Benjamin Baranowski, of the No. 1 Box Shop, John Bandonis, Storeroom, and John Liberty of Norwood, made up a party of five who enjoyed a two weeks' hunting trip in November. Each man shot a buck.

Alice Brady spent a very enjoyable week end in Brockton with friends.

A card of thanks has been received from John Wilkes for the basket sent him at Christmas by the department. We are sorry to report that he is still on the sick list.

Who is handing Frank LaCivita cigars now?

We are wondering why Floor B bowlers are holding back on this proposition of bowling Floor A experts for chicken dinners?

Louis Hertel and a party of friends were spectators at the Ice Follies at Boston Garden.

Mattie McLauchlan attended the Handel and Haydn performance of "The Messiah" on the Sunday before Christmas.

Helen O'Malley found out that roller skating isn't the same as dancing. She took it "on the knee" all night.

Catherine Brady spent an enjoyable New Year's week end in Holyoke, Mass.

ROOFING MILL AND OFFICE

George Lane
Harold Mattson
Stanley Phillips
William Percy
John White
Bruce Farrar
Maxmillan Rabinovitch

We are glad to hear that Oscar Saterdal is reported recovering from a long illness.

Harry Dresser made a motor trip to New York recently.

Bill Car has purchased a 1937 Chevrolet.

Bill Angus has moved to Pleasant Street, East Walpole, from the big city—Walpole.

Mr. and Mrs. Stanley Sallie of Mansfield were seen at the opera recently.

James Phelan has returned to work after a short illness.

Henry Grover had a busy Christmas season, killing pigs and taking turkey orders. His motto for the season was "All is grist that comes to the mill."

Look out for the hot pennies, Pete Maduskine! Bill McLauchlan says, "one good burn deserves another." The boys are singing a new theme song— "He dropped it, he dropped it.". Pete surely "bit" on that warmed up penny that was planted for him!

We are glad to see John Brooks back at work after a long illness.

The question disturbing the mental equilibrium of some of us is—"Who is the original umbrella man?" Hugh Gardiner? or Joe Quinn? Joe carries a "pronounced" claim with that bump on his head, and they say it was really somebody's umbrella that did it. Better keep your hat on, Joe.

Jim Lowe and Dick Stoddard, bridge champions of our plant are looking for new fields to conquer. They have cut quite a swath amongst their fellow workers, to the latter's regret.

Roy Walton's "old faithful" (Chevy to you) fell down on him last week. We really do not know whether it was due to Roy's excitement from watching the beautiful girls at the Ice Follies, or whether it was really a mechanical trouble, but the car would not start, and the long trek home started.

Tony Richardi sure means business this time as he has started to build a new house on Washington Street, East Walpole. Lucky girl, Tony.

We are glad to have Tony Campisano back with us after his recent illness.

Eddie O'Neil gave his girl a nice Whiting Davis mesh bag and compact combined, for a Christmas present. What is next, Eddie,—the ring?

We were all sorry to hear of John Graham's death. The loss of this Old Timer will be deeply felt by everyone.

After many years of meditation, Ray Call revived his courage to try roller skating a second time. This time he escaped serious injury. Perhaps it would have been much more serious if it hadn't been for Joe Rostouskas catching him on the first bounce.

We all wish to express our greatest sympathy to Herbie Snell who is at the Norwood Hospital with a broken knee cap. Best of luck, Herb.

Our Captain Stanley is the proud owner of a 1937 Chevy Coach. Watch out now, girls.

Everett Jarvis is a great teacher of roller skating. Just ask the girls.

We have a new man for the Granule Plant Bowling team—Eino DiBerto of the shipping gang. Watch out now, boys.

We have been told that Howard Bearce is the proud daddy of a baby girl born at the Norwood Hospital. Congratulations.

James Phelan has recuperated from his recent illness and returned to work. We are all glad to see him.

The Roofing ping-pong team, although not in first place is doing very well.

We all congratulate Perry Crane on his fine work in winning top prize money last year for his suggestions. Good luck for this year, Perry.

Herb Snell wants it to be known that he appreciates what the boys at the plant have done for him.

James Hamilton has purchased a 1937 Ford Tudor.

FLOORING MILL AND OFFICE

Angelo Macchi
Leon Zinkowsky
Thomas Paquette
Albin Vietze
Laurence Gammell
Thomas Burns

We now have an Isaac Walton in our midst. Lauri Palonen is now getting up at six o'clock in the morning to go fishing. He caught nine pickerel the other morning.

Bert Seekins is reported to be the best fire tender that ever went ice fishing.

Best of luck to Jim Hazlett who was recently transferred to the laboratory.

Bill Pratt enjoyed his last Christmas immensely, for he received just what he wanted—a sturdy electric train with signal switches, remote control n'everything.

Bill Fitzgibbons knows of a pretty fast runner. He says he clocked this man doing a mile in 6 minutes flat. We all feel the same as Bill; this fellow ought to be a wow—in grammar school!

The Christmas party held at Ted Knaus's this year was a howling success. We noticed that the howlers couldn't speak much above a whisper the following day.

Carroll Gammell should buy a trailer to carry around the spare parts for his Studebaker!

Evan Ostrom ought to be a detective. He smelled a sardine everywhere he went one day. He finally found it—in his pocket!

Sammy Piraino, they say, is still praying for the success of his bowling team. Too bad the balls don't understand Sammy's language.

Charles Davenport recently spent a week end at Woonalancet, N. H., Edge Hill Inn, enjoying the winter sports.

Charles Johnson visited a recent modern art exhibition, and we have all been noticing the results.

"Silent Night"— Parky Rogers, leading a group of carol singers at the Club Room on Friday afternoon, before Christmas. We label this "Silent Night," because it looks to us as if there were more "silence" than "song" at this particular moment.

The recent pickerel contest winner is still fishing. We wonder what kind of bait he'll have to use to get Frank Jankowski and Stuart Nickerson to pay up.

Stuart Farris who accused a certain young man by the name of Zinkowsky of being a "shyster" and one who performed various deeds of shady character, wishes to retract the statements as published in the last issue of the *Review*, for he has discovered this young man to be conscientious and honest. He is learning the law for the sole purpose of developing himself culturally and for the training it gives in a business way. Stuart has discovered that this young man never committed the purported evil deeds with any fraudulent intent, but that the matters were not fully understood by him.

Thomas Leach has recently joined the "Legion of the Condemned." He was married New Year's Day. Congratulations and best of luck, Tom.

William Barrett has just returned to work after a five weeks' illness.

We understand Ray Boyden is devoting his spare time in a charitable way. He has consented to teach children in Walpole how to catch fish. Ray, we'll bet there's a lot of old timers who would like to know, too, from what we've read in the *Review*.

CHICAGO MILL AND OFFICE

Gladys Davis — *Edward Stadt*
Raymond Gusick — *M. C. Thompson*

For good investments see Oscar Bowman.

Congratulations to Mr. Young on the arrival of his second daughter.

The Rover Boys, Cactus Checki and Sage Brush Lester have postponed their visit to Texas.

A new idea was created by Bill O'Connell—handles on desert cups.

High Lights

Christmas! Party—eating—dancing—clowning—mistletoe. Report on gifts, Irene Kelly's ring. Ray Evers. Gordon's visit to his li'l lamb's lettuce (412 S. Piatt St., Wichita, Kans.) Eleanor's Christmas at home in Hubbell. Rena's in Varna, Mildred's in DeMotte, Ina's in Evansville, Wis., Norma's in Spencer.

New Year. $C_9H_8O_4$ (Aspirin to you!)

Ted Polak's latest hobby is collecting calendars. 52 in all.

John Cozzi is better known as Professor.

Lawrence Peterson is the proud father of an 8 pound boy.

Any old mattresses to be renovated? See Orlando Cozzi.

John Milos, our opera enthusiast, has a secret ambition to sing "Faust".

Philip Checki had a yen,
To become a Mexican.
"Cactus has bad points," friends said.
So he stayed at home in bed.

Interested in a used car, or an old part of any car? See Bud Lester.

Famous Last Words—"I'll ask him when he comes in". Art Julian.

Visitors

Messrs. B. H. Roberts, C. W. Conrad, B. P. Soward, R. W. Westcott, D. E. Merrill, Glen Young, L. S. Wright, M. R. Beasley, E. L. Chamberlain, L. P. Des Jardins.

Changes

Emmet Oakes to Walpole (sorry), E. G. Manteuffel to Sales Service Manager (congratulations), Marty Thompson from Berry Traffic to Sales (welcome to Bird).

A joyous New Year's Eve was had by a bevy of girls, thanks to Streight and Hackett.

For old Time's Sake

How are you getting along with your ping pong Mr. Des Jardins? And to Emmett Oakes—"Hasta la vista."

Bright Sayings

Jean—"I can't get 'Bird Finance Corporation' in such a small space."

Ralph—"Type fast and maybe you can."

Jean still wondering why it didn't make any difference—fast or slow.

Gordon was seen going down the street at his usual slow pace of 60 mph and suddenly stopped because he had hit a truck. The truck driver got out and said what he thought of Gordon in no uncertain terms. After listening very patiently until the truck driver had finished, Gordy said, "I knew you'd be cross."

A Friend in Need

Has anyone an old deck of cards to contribute to the mechanics?

A club is being organized by "Corrigan Miller", James Hopkins and Ollie Jones. Only prevaricators are eligible for membership.

SHREVEPORT MILL AND OFFICE

Grace Fuller — *Thyra Carter*
Charles Houghton

Mr. and Mrs. B. P. Soward spent an enjoyable vacation at Christmas time visiting relatives and friends in Chicago.

We have good evidence that DAN CUPID has been at work during the Xmas Holidays with Katherine Mares wearing a new DIAMOND RING on the "Heart Finger" of her left hand. Best wishes Katherine and when is the lucky day to be???

Lucille McMurtry, who has been ill, is back with us again and we are wishing for her the best of health from now on.

We are happy to have Jessie King with us, who peps things up considerably in the Steno Department, and we hope her stay will be a long one.

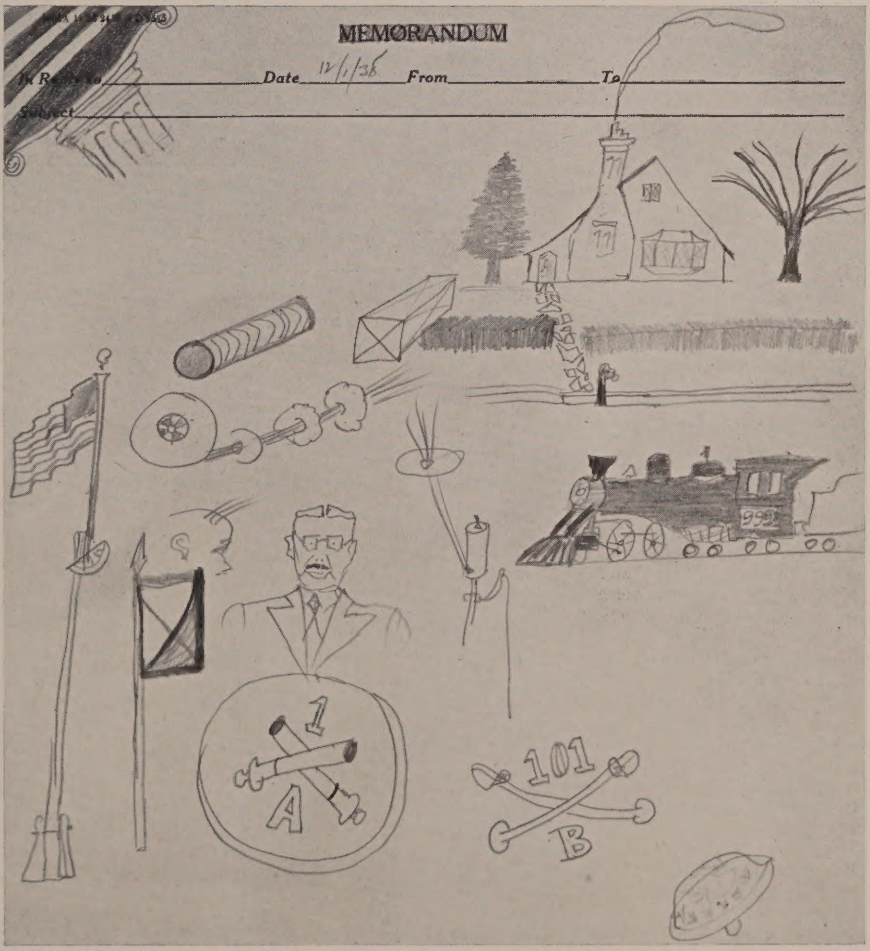
Thyra Carter gave one of the nicest parties of the Christmas holidays. Those of the office enjoying her charming hospitality were Rachel Massey, Grace Fuller, Dick Johnson, Bo Beauchamp and T. D. Blanchard.

Mr. and Mrs. A. W. Miller were among those enjoying vacations through the Yuletide Season. They spent the time in St. Louis visiting relatives and from all reports from Arthur a good time was had by all.

George Shaw is having trouble these days keeping his mind on his work in Shreveport. We are of the opinion he wanders around to Dallas most of the time. Yes, the BLONDE moved to Dallas around the first of the year.

Rachel Massey is in another dither. She has resumed Courtship with an old friend after giving him an eight year rest.

Mr. T. D. Blanchard, our Division Inspector, left about January 15th to spend ten



Some Sales Manager is going to get quite a shock when he turns to this page. This drawing is reproduced exactly as it was found attached to some notes left in Bird Hall after the recent conference was over. Somebody apparently has latent talents as an artist.

Joanne Hindmarsh, daughter of B. I. Hindmarsh, Chicago salesman, vacationing at the home of her grandmother in Little Rock, Arkansas.

days in Birmingham and vicinity and all the girls in the office and a few of the nurses about town are only hoping he will return home intact.

All of the Southwestern Salesmen came into the Shreveport Plant for a meeting from January 2nd through the 10th. Mr. R. D. Peterson, our Southwestern Sales Manager, gave the salesmen a very warm welcome on their first day in town. He entertained with Open House at his home, giving them a ring-side seat by the radio for the foot-ball games, and later Mrs. Peterson served a very lovely buffet supper. To express their appreciation of Mrs. Peterson's hospitality, the salesman gave her a mix-master.

The remainder of the first week was spent in the Roofing Engineers' School. Mr. Peterson originated the Roofing Engineers' School and thought it a good idea to have the salesmen attend so that they could see just what training was being given the applicators in their territories. All of the salesmen were very enthusiastic about the school and express the feeling that they had gained a lot of information and good from it.

On Monday, January 9th, the Southwestern Sales Meet-Up opened. Mr. Conrad, Mr. Chamberlain, Mr. L. L. Williams and Mr. L. S. Wright from the East Walpole Office, and Mr. W. W. Wilson and Mr. A. C. Berglund from the Chicago Office attended. The meeting was very successful and the salesmen all left with lots of pep and vigor, so we are expecting the Southwestern Division to go over their quota during 1939.

The stork continues to drop bundles from heaven in the Southwestern Division. This time it is a girl to Mr. and Mrs. J. G. Young. In all his excitement, when Mr. Young wired of the new arrival, he failed to give us the young lady's name, so we will have to supply that later.

Mr. E. R. Guise of the Flooring Division from East Walpole spent about ten days in the Shreveport Office the early part of January.

Ray Wolf has lost his enthusiasm for Major Bowes Program since having to be pushed around to start his car.

There are various stories being circulated about the town "Blanchard" where Walter Bauer and "Pop" Faircloth live, but the best one with any truth in it can be told by "Dick Potter." He took the Blanchard Road and never got there, "Who was with him??"

Mr. and Mrs. Maurice Marlar are the proud parents of a baby girl—Evelyn Lavelle, born January 9, 1939.

Walter Bauer has now attained his ambition in playing Ping Pong. He beats Frank Kruizenga regularly.

The men are now getting some first hand information on oil well drilling since there is a well being drilled within a few hundred feet of the plant.

A number of the men of the plant and their families together with Mr. Dick Johnson, of the office, and his family enjoyed a new year's celebration at Mr. and Mrs. Frank Kruizengas. Gee! don't we wish that the New Year that we started would last?????

By M. E. Tarr

SINCE the last issue of the Neponset *Review*, we have had two more meetings of the Bridge Club.

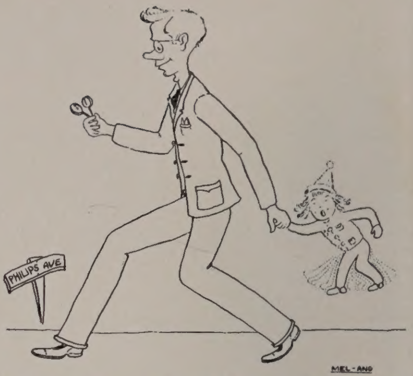
Contract winners on December 7 were Mr. and Mrs. Amos Dixon with 5360 points, and on January 4, 1939, Mr. and Mrs. Frank Reynolds "went to town" and finished the evening's play with the high total of 8070.

The six highest scores at the end of first half in Contract are:

Mr. and Mrs. Amos Dixon	15010
Mr. and Mrs. Robert Rodd, Jr.	12820
Mr. and Mrs. Frank P. Reynolds	12150

Auction winners on December 7 were William Angus and Charles Chorlton, Jr. with 2004 and on January 4, 1939, Bruce Farrar and Stanley Phillips won with a score of 2603.

The six highest auction players to date are:



Sunday Strollers — Russell Ferguson, Flooring Plant, and his daughter, Shirley May.

Steven Cavanaugh & Kaino Pane	6101
Arnold Sadler & Oliver Sherburne	6098
Stanley Phillips	5731
William O'Brien	5616

It is rather interesting to see the close battle in the auction bridge section where only three points separate the first two teams. Incidentally, not one of these top four contestants have won honors in any of the individual meetings to date.

We must confess being curious about just what will happen over the last half of the season.

Anyone wishing to take instruction in contract, should notify the chairman, M. Edgar Tarr, and if enough register an interest, we will conduct a series of five lessons at a cost of $1.25 per person.

SKATING PARTY

By Arthur Wilson

AN hilarious and successful Roller Skating Party was held at Roll-Land on the Super-Highway on Monday night, January 23. About 350 mem-

Christmas party in the Carton Sales Department, where ice cream and candy were enjoyed. Left to right, Roy Springer, Malcolm Haskell, Charles Sewall, A. M. Claffee, Earl Davis, Louise Percy, Hannah Flavin.

bers and their guests of over 100 attended.

Needless to say a good time was had by all. Quite a few bruises, seen and unseen, and a few stiff joints were reported the next morning—but that's all part of the art of skating. Everybody is looking forward to another party.

On Friday, February 17 we have scheduled a dance at Morey Pearls' Tent in Weymouth, for Bird Club members and their guests. We'll tell you more about this party later.

On February 24—a week later—an "Athletic Night" is being held for members and guests at the Norwood Junior High School. Be sure and reserve this date now. You won't want to miss this party.

BOWLING
NOTES

The Roofing Machines team, which stood third on the list at the last reporting, now has taken the lead over all the other bowling teams, and the Flooring Machines have advanced from fourth place to second. No. 2 Box Shop has dropped from first to third place.

Amedio DiFlaminis still leads the individual averages, and the same people and teams have retained the high records for the season.

High Individual Single String, Francis Nevins, Flooring Shipping—143.

High Individual Three String, Amedio DiFlaminis, No. 2 Box Shop—361.

High Team Single String and High Team Three String, both held by the Roofing Machines Team—560 and 1564.

Standing of the teams on January 23. 1939:

Team	*Won*	*Lost*	*Percent*
Roofing Machines	37	11	.771
Flooring Machines	35	13	.730
No. 2 Box Shop	32	16	.667
Roofing Maintenance	30	18	.624
No. 1 Box Shop	26	22	.542
Flooring Plant	25	23	.521
Flooring Shipping	20	28	.417
Granule Plant	19	29	.356
Paper Machines	10	38	.208
Flooring Maintenance	5	43	.104

Following is a list of the ten leading bowlers who have bowled twenty-four strings or over as January 19, 1939:

Name	*Team*	*Strings*	*Average*
Amedio DiFlaminies	FX2	24	107.9
Julius Aukstolis	FBP	36	103.6
Paul Calderone	FF	36	101.6
Earle Higgins	FFP	30	99.1
Guy Hoyt	FX2	30	98.6
Francis Nevins	FFV	36	98.5
Stuart Farris	FFP	36	98.5
Richard Sprague	FX1	27	98.2
Howard Elias	FBM	24	97.0
Alex Alexandrini	FBP	36	96.8

SUGGESTION AWARDS

DECEMBER

The following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of $10.00:

Holder for Grinding Slitters on Lathe—Edward Moore, FC

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Improvement in Changing Gear on Staude Paster—S. R. Anderson, EMM
Chase and Form Rack for FXR—Roger E. Carlson, FXR
Safety Guard for FXGM4 Kicker—Jack A. Cononi, FXG
Chutes for #2 Stick Rack—Joe Cozzi, FC
Rod for Sliding Chain Falls—Perry Crane, FBW
Improved Box Former—Leroy C. Gardner, EMM
Plate Between Slitter Roll and Pull Roll on Shingle Machine—H. G. Marlar, FS
Foot Lift for Winder—DPG—Raymond Martin, DPG
Narrower Table at FXCM2—Peter McCall, FXC
Drain for Paint Box #7 Machine—F. J. McSwain, FBPB
Spring Adjustment for Slitters—Edward Moore, FC
Change Last Bottom Cooling Roll—Willie T. Smith, FS
Change Location of Signal Horn at FBQ—James Sword, FBQ
Raise Finishing Bench at FX2—Arthur J. Vincellette, FXW
Print Additional Information On Insuliner Labels—J. S. Walker, EMT
Improve Dump Scales—John H. White, FBM
Extension on Booster Switch—Thomas Wood, FXV2
Lockers for FX2 Basement—Thomas Wood, FXV2

Edward Moore, FC, received a $10.00 award for five accepted suggestions.

JANUARY

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of $10.00:

Automatic Switch for Coal Scales—Joseph Donovan, EME
Change Linear Footage on Chromalin Felt—Harold B. Hey, DPP
Strain Color Before it is Ground—Carl Hilton, FFC

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

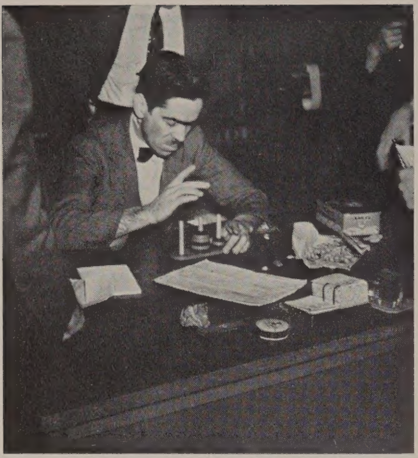
Stop Switch at FFPM5 Hanger—Arthur Balduf, FBE
Higher Stand at Cap Sheet Cutter—W. Raymond Bearce, FBI
New Method of Setting Guides on Corner Piece Machine—W. Raymond Bearce, FBI
Guards on Trap Doors No. 3 & 4 Pullouts—John L. Dzuibanick, FFR
Better Lighting for Back of Coating Machines—Stuart Farris, FFN
Lickless Shim for Print Machines—John R. Finningham, FFP
Eliminate 1/4'' Cut-out On Morris and Collin Box—Leroy A. Fullerton, FX2
Fix Drain Cover at FXR Basement—Eino Heikkila, FXR
Ventilation of Stenographic Dept.—Frances Johnson, FC
Four Page Bulletin to Replace four Single Pages—Jonas Johnson, FC
Safety Equipment at Saturator—O. L. Palmer, FS
Lights in Roll Warehouse—Anton Schnolis, FC
Fire Extinguisher on Roof—Herbert H. Schrieber, FC
New Method of Putting Tails into Hangers—Frank B. Shimsky, FFG
Method of Cleaning Hanger Pipes—Roscoe Shorey, FFG
Metal Tops for Tables—Edward Stadt, FC
Better Method of Opening Windows in Overlay Section—Fred P. Turco, FBI
Shorten Arm on Squeeze Roll Adjuster in Overlay on No. 1 Machine—Fred P. Turco, FBI
Install Angle Irons on FBPM7—Charles L. Walton, FBF
Larger Hole in Front of Dry Felt Looper—Willie Winkler, FS

W. R. Bearce, FBI, Stuart Farris, FFR, Edward Stadt, FC and Fred Turco, FBI received $10.00 awards for having five suggestions accepted.

CARD OF THANKS

I wish to thank my many friends at Bird & Son for their kindness and help during my illness.

John Brooks, Roofing Plant.



Ed Fitzhenry playing with his Christmas toys at the Accounting Christmas party.

TABLE TENNIS

By Frank Clem

The Norfolk Table Tennis League after a reorganization meeting is now playing the second half of its schedule. A team from Dorchester is replacing the East Boston team. The Norwood team made up mostly of Bird Club players is leading at present with 19 out of a possible 20 points. Chromalin is second with 18 points. The complete standing is as follows:

Team	*Won*	*Lost*	*Average*
Norwood	19	1	.950
Chromalin	18	2	.900
South Shore	15	5	.750
Needham	13	7	.650
Newton	13	7	.650
Neponset	8	12	.400
Dorchester	5	15	.250
Oakdale	5	15	.250
West Roxbury	4	16	.200
Watertown	0	20	.000

The race for play-off positions in the Inter-Departmental League has developed into a wild scramble. The Flooring Office still holds first place due perhaps to a lucky break in the schedule which pitted them against the Box Shop, the Halftones (girls) and the Lowly Accountants in their first three matches. A 5–5 tie with the Roofing and a 6–4 defeat by the Art Department have slowed them up some, as should the coming matches with the Roofing Sales and Chromalin team. The present standing is as follows:

Team	*Won*	*Lost*	*Average*
Flooring Office	32	18	.640
Print Machines	29	21	.580
Art Department	23	17	.575
Sales	28	22	.560
Chromalin	28	22	.560
Roofing	28	22	.560
Box Shop	23	37	.383
Halftones	16	34	.320
Accounting	13	27	.320

AROUND THE TABLES

Sam Piraino, the Flooring Office Upset king, was turning back all the opposition in the #3 and #4 positions until he lost to Eleanor Carlson of the Halftones. Sam hasn't won a match since. Get your mind back on the game, Sam.

Frank Vietze turned in a nice piece of work recently against the Dorchester team in the Norfolk League subbing for Felix Babel in the number one position on the Norwood team. Frank took both of his matches—good evidence that a good push ball game is still hard to beat.

Incidentally, we wonder where Frank was the night the Accountants lost to the girls. Frank says the score would have been different if he was there—the girls say "No." We wonder—one guess is as good as another.

Victor Babel's new game is coming along very nicely.

Maurice (Do-nut) Kimball is advertising Daisy Doughnuts on his over-size paddle.

Tony Lucas of the Roofing is the best old style pen holder gripper that we know of.

All entries for the men's singles championship tournament must be in by February 10.

Ralph Westcott came out of the West to help Larry Wright lose a point for the Sales in a doubles match with Julia Lewis and Eleanor Carlson.

Our hats off to the girls' team for their surprising play.

The following men have been beaten by the girls in match play and will testify that the girls are hard to beat: Ed Phillips, Sam Piraino, Karl Wurzel, John Perekselis, Charles Makarevich, George Carr, John Woloshyn, Stanley Phillips, Roger Sumner, and David Fitts.

FEMININE ANGLES

John Woloshyn is not alone in his misery because Ed Phillips was also taken over the bumps.

A rousing cheer for the Halftones, they took six points from Accounting. My! Oh My! was the Captains' face red! He will never live it down, that is, if the Halftones' Captain can help it.

Thanks to Pauline Babel for getting us at least one point a match.

P.S.—The writer will not be at home at any time in case any of the above-mentioned wish to see him about any of these notes.

ACKNOWLEDGMENTS

I wish to extend my sincere thanks for the beautiful floral offering and your kind expressions of sympathy in my recent bereavement.

Ruth E. Koch

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mrs. Catherine Lowney.

Your kindness and sympathy will always be held in grateful remembrance.

Mrs. Michael Rostouskus and family.

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

Mrs. Mary B. Reardon.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.

Bessie E. Hubbard,
Jennie M. Fisher.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.

Mrs. Geneva Homan,
Carroll Homan.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Ruth L. Anderson.

Acknowledging with grateful appreciation your kind expression of sympathy.

Mary Griffin.

Thanking you for the flowers and your kind expressions of sympathy in our recent bereavement.

Mr. and Mrs. John Alexandrovicz.

We wish to acknowledge your kind expressions of sympathy during our recent bereavement.

Mrs. John Graham and family.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt   3 in 1 Thick Butt   Super 3 in 1 Thick Butt
Weather-Tex Thick Butt   Custom Built   NEPONSET Twins Thick Butt
NEPONSET Double Twins   American Double Twins   Loc-Set   Hex-Twins   Individuals
Lock-Butt   BIRD Insulated Bric-Siding   Giant Individuals
Tri-tab Hex   Copper-clipt
Art Wall Siding   Bric-craft Siding   Weather-Tex Siding   Art-Bric Siding

BIRD Roll Roofing

Paroid   Art-Hex   Mineral Surfaced   American Ready   Old Reliable
Universal   Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black   Saturated and Coated   Super Sheathing   Economy
Refrigerator Insulating   Reenforced Kraft Paper   Duplex Kraft

BIRD Wallboard

NEPONSET Wallboard   American Wallboard   Art Craft Wallboard
NEPONSET Tileboard   American Wallboard, Green One Side   Poster Board

BIRD Specialties

BIRD Built-up Roof Materials   BIRD Deadening Felt   Tarred Felt   Asphalt Felt
Plastic Cement   Roof Coating

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE
BIRD NEPONSET Rug Border
BIRD Economy Rugs   BIRD Economy Floor Coverings   BIRD Economy Hall Runner
BIRD NEPONSET Hall Runner, Armored with BAKELITE
BIRD Lining Felt   Economy Lining Felt   BIRD Saturated Felt   Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering
Patterned   Plain   Jaspé   Chromasets
BIRD PERMATRED Floor Covering and Tiles

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases
BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons   NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes   Plant Bands

Special Papers Division

Index Pressboard   Socket Lining Paper   Rocket Paper
Cartridge Paper and Wad   Fusee Paper
Chip and News Boards   Mill Wraps and Heads
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper   Toe Cap Felt
Innersole Board   Cloth Board
Wet Web Saturated Papers

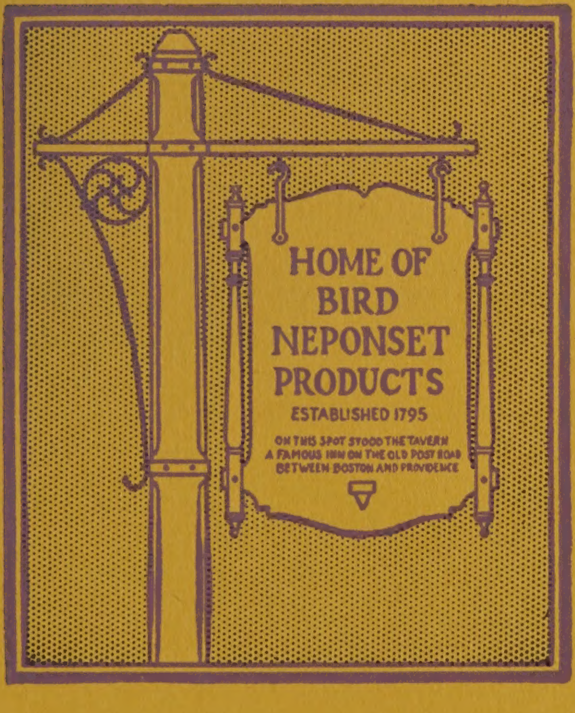
BIRD & SON, inc.   **Established 1795**   **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG. U.S.
MARK
PAT. OFF.
WATER
PROOF

{List of Bird Products on Inside Back Cover}

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.


HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE TAVERN
A FAMOUS INN ON THE OLD POST ROAD
BETWEEN BOSTON AND PROVIDENCE

VOL. XXVII NO. 2 APRIL 1939

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Elmer H. Bartlett
Philip H. Bailey

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Director of Research, E. M. Lines

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Director of Sales, R. C. Floyd

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Sales Manager Box Division, C. H. Andrews
Sales Manager Carton Division, A. M. Claffee
Sales Manager Paper Division, A. M. Claffee
Sales Manager Roofing Division, E. L. Chamberlain
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Manager Southwestern Division, R. D. Peterson
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Sales Manager Flooring Division, H. E. Sawyer, Jr.
Sales Promotion Manager, L. S. Wright

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Assistant to Director of Manufacturing, P. N. Hills

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Superintendent Paper Division, J. J. Burke
Superintendent Box Division, A. D. Colburn
Superintendent Carton Division, R. L. Tupper
Plant Engineer, J. A. Sheehan
Chief Chemist, E. L. Connolly
Chief Research Chemist, H. T. Barker

Superintendent Felt Division, T. G. Henderson
Assistant Superintendent, R. H. Salisbury
Chief Chemist, A. H. Chamberlain

Superintendent Flooring Division, R. M. Wight
Assistant Superintendent, B. H. Bailey
Chief Chemist, J. J. Bradley, Jr.
Chief Research Chemist, J. E. Graham

Superintendent Eastern Roofing Division, M. R. Beasley
Assistant Superintendent, G. E. Smith
Chief Chemist, F. P. Reynolds

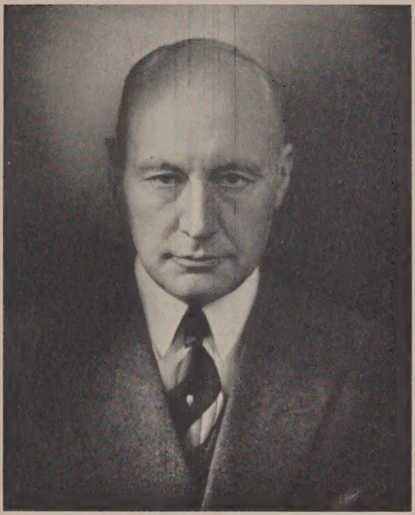
Western Manufacturing Manager, J. G. Young
Superintendent Chicago Plant, Erich Gach
Assistant Superintendent, J. F. Matcha
Chief Chemist, J. F. Comiskey
Chief Chemist Shreveport Plant, R. N. Potter

Branch Offices

New York, Chicago

Warehouses

Baltimore, Brockton, Buffalo, Cincinnati, Chicago, Detroit, East Walpole, Kansas City, Minneapolis, Norwood, Philadelphia, Savannah, South Kearny, St. Louis



CHARLES S. BIRD BECOMES CHAIRMAN OF THE BOARD

AT the March 6th meeting of the Board of Directors, Mr. Philip R. Allen resigned as Chairman of the Board, and Mr. Elmer H. Bartlett and Mr. Philip H. Bailey resigned as Vice-Presidents. They will continue to serve as members of the Board of Directors and Executive Committee.

Mr. Charles S. Bird was elected our new Chairman.

After graduating from Harvard University in 1905 and studying abroad for a year, Mr. Bird started to work in our East Walpole Paper Mills. He spent some years working through all Departments; became Superintendent at East Walpole in 1908 and General Manufacturing Manager in charge of all our plants in the United States and Canada, in 1909. He continued in this capacity until 1917 when he joined the United States Army as a Captain of Artillery for the duration of the war. After his service, he spent some years reorganizing our Western business.

Under his direction as Manufacturing Manager, all of our mills and equipment were remodeled and modernized and all of the activities and services now under our Personnel Department were introduced through what was then called The Labor Bureau.

WHAT'S COMING TOMORROW?

NEW YORK WORLD'S FAIR ATTEMPTS THE ANSWER

THIS summer all vacation roads lead in one direction—to the gigantic spectacle of the New York World's Fair which has risen like a magic city from the waste marsh lands politely known as Flushing Meadows.

The fair will open officially on April 30, the 150th anniversary of the inauguration of George Washington and of the founding of the Federal Government under the Constitution. The theme of the Fair is "Building the World of Tomorrow" and each of the many hundreds of exhibits will be designed toward this end—"A promise for the future, built with the tools of today, upon the experience of yesterday." Practically all of the great nations of the world, including our own country, states and territories, the City of New York, industries, civic groups, organizations of art and science are all preparing their exhibits with this theme in mind, promising to give every visitor thrilling glimpses of what the world of tomorrow may be.

WORLD OF TOMORROW

More than two hundred exhibition buildings are nearing completion, grouped around the theme center—the trylon, a slender, graceful spire taller than the Washington monument, and the perisphere, a giant globe as high as an eighteen story building. Everywhere the future is glimpsed in architectural design, in paint and stone and ornaments, and particularly in the exhibits themselves. Inside the perisphere on huge revolving "magic carpets" visitors will look down as from a height of two miles upon the "city of tomorrow," the ideal city of the future where no one lives in town. The industries themselves are in the city, and the residents are housed in a rim of garden apartments, suburban developments and nearby towns.

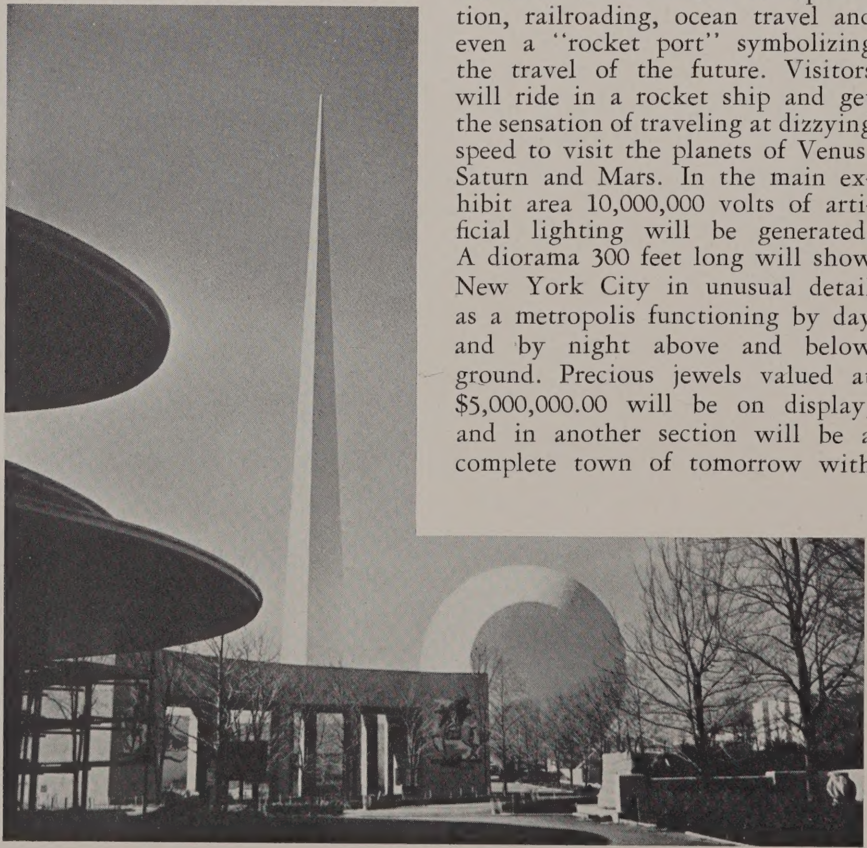
Other fascinating exhibits on this 1216 acre tract of land will include the latest in automobile transportation, railroading, ocean travel and even a "rocket port" symbolizing the travel of the future. Visitors will ride in a rocket ship and get the sensation of traveling at dizzying speed to visit the planets of Venus, Saturn and Mars. In the main exhibit area 10,000,000 volts of artificial lighting will be generated. A diorama 300 feet long will show New York City in unusual detail as a metropolis functioning by day and by night above and below ground. Precious jewels valued at $5,000,000.00 will be on display, and in another section will be a complete town of tomorrow with a group of full sized, completely equipped, modern dwellings.

Between these exhibits and the exhibits of foreign nations is the Lagoon of Nations, an oval pool encircled by broad walks. At night this pool becomes the source of a marvelous spectacle of fire, steam, water and fireworks, all in full blast at the same time. Among the largest foreign exhibits are those of the British Empire, France, Belgium, Italy and the Netherlands. Between these areas and the amusement zone is the Court of the States where nearly two score states of the Union and at least one possession will be represented. These buildings are about the only ones to indicate the influence of Colonial American architecture and differ in this respect from the other futuristic buildings of the world of tomorrow.

BIRD ROOFS

It is near this area that the New England exhibit will be located representing a water-front scene typical of the golden days of the clipper ships. There will be a warehouse, a red brick custom house and a genuine New England built vessel tied up at a dock. The roofs of all these New England buildings will be covered with Bird Asphalt Shingles, donated by our company. These buildings are under construction now and should be well toward completion before the fair opens on the last day of April.

Across the boulevard in another section of the grounds, bordering a lake, is a vast amusement park where young and old can enjoy everything from a parachute jump to a toboggan ride. At a huge amphitheater on the borders of the lake will be a mammoth stage built over the water. Between the stage and the seats will be a 275 foot swimming pool with 75 foot diving towers at each end, and the curtain for the stage, if you



Seen from the shadow of the Consumer Building, the Trylon and Perisphere, theme center of the 1939 New York World's Fair, stand out in sharp contrast. The Trylon is higher than the Washington Monument. Photograph and illumination experts are at a loss to explain the circular shadow on the Perisphere. There is no object of sufficient size and height nearby to cast a shadow.

please, will be a 260 foot sheet of water shot up from the surface of the lake to a height of 40 feet, pouring at the rate of 8000 gallons a minute. At another section of the lake, three acres along the shore will be devoted to Florida's exhibit, including a building with a carillon tower, a beach and a complete orange grove transplanted from Florida which will blossom and bear fruit.

Between April 30 and the closing of the fair at the end of October, more than 20,000,000 are expected to attend. More than 80 restaurants have been built in addition to sandwich and beverage stands. It is estimated that more than 120,000,000 sandwiches will be consumed and probably more than 30,000,000 hot dogs! This represents enough bread and meat to cover 7000 miles, more than twice the distance across the United States!

HUNDRED MILLION DOLLAR SHOW

The total cost of the fair will probably exceed $155,000,000.00. $50,000,000.00 of this is being spent by the World's Fair Corporation, and other large amounts are being spent by the United States Government, New York State and New York City. Foreign Governments will spend $25,000,000.00, exhibitors $35,000,000.00 and concessionaires $10,000,000.00. When the "show" is all over, the grounds will become a permanent park for the city of New York.

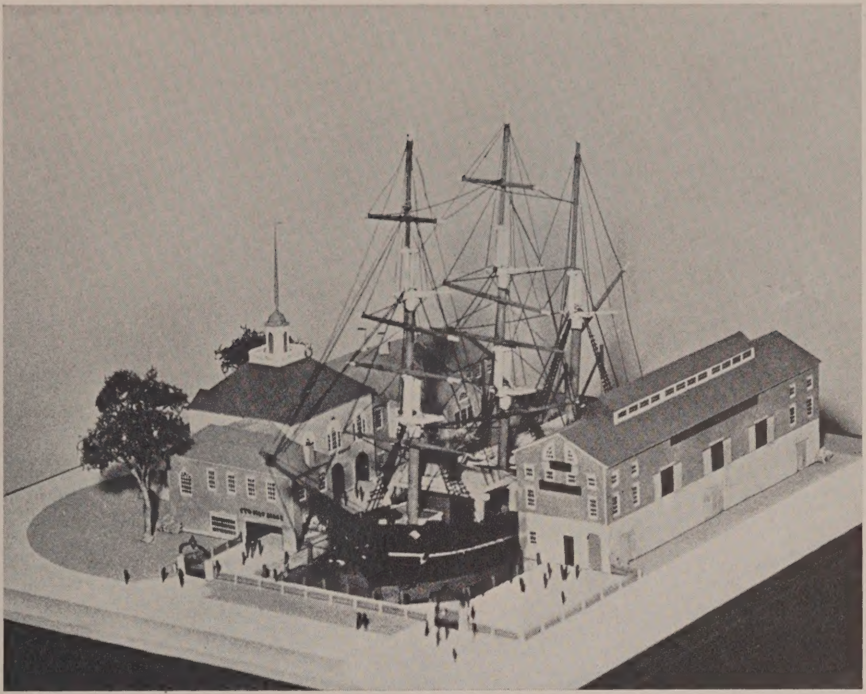
A mere listing of the marvels of this stupendous fair would fill many pages. The sponsors of the Fair absolutely guarantee a variety and quality of entertainment unequalled in the history of World Fairs. It is going to be a "great show", and not the least interesting part to Bird & Son visitors will be the New England buildings which are roofed with our products.

"Why have you no speedometer on your car?"

"I don't need one. At thirty miles an hour the lamps clatter; at forty the springs rattle; at fifty the whole car shakes; and if I go faster than that my teeth chatter."

GIRLS' BOWLING NEWS

HERE is the latest standing of the Girls' Bowling teams, received just as we go to press:



Model of the New England exhibit for the New York World's Fair 1939. It is on these buildings that Bird Roofs are being used.

TEAM STANDING

TEAM	WON	LOST	AVERAGE
No. 1 Box Shop	41	19	.683
Comptometer	37	19	.660
Advertising	38	22	.633
No. 2 Box Shop	39	25	.609
Stenographic	27	37	.421
Flooring Sales	20	40	.333
Traffic	11	49	.183

Ten highest bowlers:

NAMES	DEPT.	STRINGS	AVERAGE
Hilda Zimlicki	CD	42	98.1
Margaret Owens	CD	33	92.5
Mary Geary	AH	36	90.8
Berta Kugel	CD	45	90.8
Anne Stasis	FXF	45	90.4
Nancy Ruggiero	FX2	48	90.4
Laura Farris	AH	39	89.5
Jane Kwiatkowski	FXF	45	88.8
Mary Bannon	AH	39	88.6
Ruth Milliken	VN	36	87.3

HOME HAZARDS

V. ASPHYXIATION

THE hazard of gas is usually associated with its manufacture and distribution, but carelessness and misuse of gas appliances in the home frequently produce even greater hazards.

PROPER INSTALLATION AND MAINTENANCE are absolutely essential for safety. Never attempt makeshift repairs of any piping or fixtures. Call a competent repairman.

BEFORE RETIRING or leaving a room indefinitely, turn off gas appliances.

ADEQUATE VENTILATION is extremely important in any room where gas appliances are used for long periods.

NEVER look for gas leaks with any sort of open flame—matches, candles, lamps, etc. To do so is to invite an explosion.

CARBON MONOXIDE gets many victims who forget the simple rule of never running an automobile motor in a garage with the doors closed.

COAL GAS thrown off from poorly maintained furnaces, stove-pipes and chimneys can also cause asphyxiation. Periodic cleanings will eliminate this hazard.

A bit of Bird & Son advertising 'way up north at Sawyerville, Quebec! This was taken by Mr. Elliot Heath of the New Haven Reserve Supply Compnny, Roofing dealer, on a hunting trip late last November

TENNIS IS TOPS

Donald Budge, tennis champion who recently turned professional, and R. W. Westcott at a dinner in Chicago given for Mr. Budge last fall.

RALPH W. WESTCOTT, Western District Sales Manager in the Flooring Division, who is temporarily in charge of the Flooring Division during Mr. Sawyer's absence, thinks that tennis is "tops" both in the enjoyment that comes from playing it and in demonstrating the highest qualities of true sportsmanship.

Mr. Westcott has always been a real tennis fan, and has played for many years, although he modestly states that his skill is only average and that he plays just for his own enjoyment.

During the past fifteen years he has attained national prominence as a tennis official. His first executive work came when he, with a group of other fans, was instrumental in starting the Oak Park Tennis Club of Oak Park, Illinois, of which he later became president. A few years after this he became president of the River Forest Tennis Club in Illinois where the national clay court tennis championships have been played during the past few years. In 1924 he was elected to the Executive Board of the Chicago Tennis Association and was president of this organization in 1930 and 1931.

Shortly after this he was made president of the Western Tennis Association, which covers the states of Wisconsin, Illinois, Michigan, Indiana and Ohio. For five years he has been honorary secretary of the U. S. Lawn Tennis Association; his term expired in February 1939. At the present time he is a member of the Executive Committee of both the National and the Western Associations. These committees hold meetings three or four times a year and serve as governing boards for the organizations.

During his years as an important tennis official it has been Mr. Westcott's pleasure to meet many of the ranking players, both of this country and abroad. Players such as Vines, Budge, Tilden and Riggs, Alice Marble and Helen Jacobs in this country are well known to him, and he also has personal acquaintance with such foreign players as Fred Perry of England and the Australians, Bromwich, Quist and Crawford.

To Mr. Westcott one of the most interesting of the recent matches was the Davis Cup Challenge Round played at Germantown, Penna. during the week of Labor Day last year. There were several unexpected upsets that made the matches more interesting. The doubles team failed to win as expected, and quite unexpectedly a newcomer, Bobby Riggs, came through and won his match with the famous Australian, Quist. Two days later this same Quist made tennis history when, in a match with Donald Budge, his continual foot faulting brought severe criticism from tennis officials and accounted for his losing the deciding match.

In view of recent political developments, Mr. Westcott doubts if we can hold the Davis Cup this year in the matches which will be held during the week of Labor Day. Donald Budge, one of the strongest players, of course, has turned professional, but more important is the fact that by the annexation of Austria and Czecho Slovakia the German team now has two very strong players added to its ranks, Metaxa from Austria and Mencel from Czecho Slovakia. These men, in addition to the regular German players, Von Cram and Henkel, two of the world's outstanding tennis players, put Germany in a very strong position. Australia, however, is even more likely to take the Davis Cup, as Germany has the disadvantage that Von Cram did not play International tennis last year. At any rate, it looks like an interesting year for international tennis, and an unusually interesting week of matches in Philadelphia next September.

Our Sales Division seems to go strong for this game of tennis, as two other executives, Richard C. Floyd, Director of Sales, and H. E. Sawyer, Jr., Sales Manager of the Flooring Division, are both fine tennis players. Mr. Westcott has played a number of interesting double matches with Mr. Floyd at the Brookline Country Club already this winter. Incidentally, in Mr. Westcott's opinion, Boston has the finest facilities for indoor tennis playing during the winter months of any city in the country, Chicago and New York not excepted.

The picture on this page shows Mr. Westcott and Donald Budge at an informal dinner given to Budge last fall in Chicago. It was at this dinner that Budge explained to the members of the Western Tennis Association his reasons for turning professional.

VETERANS' LIST

WE GIVE below the names of those whose fifth, tenth, and fifteenth anniversaries fall during April and May, and of those who complete twenty or more years' service during these months:

APRIL

			Years
John M. Smith	4– 9–1879	Retired	60
Frank Fisher	4– 3–1895	Safety Insp.	44
George Doderer	4–17–1897	Paper Mill	42
John Hale	4–11–1899	Retired	40
Edward Bonner	4– 1–1900	Paper Mill	39
Kenneth McLennon	4– 9–1900	Paper Mill	39
George W. Towle, Jr.	4– 1–1901	Main Office	38
Michael Powers	4– 5–1901	Maintenance	38
Mary Sline	4–11–1901	Box Shop	38
Coleman Howe	4–21–1901	Main Mill	38
Fred W. Shepard	4– 1–1902	Retired	37
John Spillane	4– 9–1902	Paper Mill	37
Gustaf Johnson	4– 1–1903	Roofing Plant	36
Patrick Hessian	4– 4–1903	Maintenance	36
Joseph Sienkiewicz	4–13–1908	Maintenance	31
Joseph Aukstolis	4–25–1908	Roofing Plant	31
John E. Maguire	4– 4–1911	Paper Mill	28
Arthur Connelly	4– 8–1912	Box Shop	27
Charles Geigol	4–15–1912	Paper Mill	27
Ignacy Plosinsky	4–22–1912	Roofing Plant	27
Tony Milus	4–29–1912	Roofing Plant	27
August F. Linde	4–11–1913	Maintenance	26
Patrick McNulty	4–11–1913	Maintenance	26
John Grusacki	4–25–1913	Box Shop	26
John Leston	4–28–1913	Paper Mill	26
Joseph J. Rosevich	4–29–1913	Paper Mill	26
Festus Connolly	4–24–1914	Maintenance	25
Philias LaLiberty	4–10–1916	Box Shop	23
Klemens Kaseter	4–22–1916	Box Shop	23
Ernest Koebe	4–23–1917	Box Shop	22
Arsene Marchand	4– 1–1918	Box Shop	21
Boleslaw Septilka	4– 3–1918	Roofing Plant	21
Nicholas Hrenchuk	4–15–1918	Paper Mill	21
John Stupek	4–17–1918	Roofing Plant	21
Andrew Stupek	4–17–1918	Flooring Plant	21
Ralph E. Nutter	4–22–1918	Flooring Plant	21
Joseph Adamonis	4–25–1918	Flooring Plant	21
Michael O'Malley	4–29–1918	Maintenance	21
William Shusta	4– 4–1919	Paper Mill	20
Roscoe Shorey	4– 7–1924	Flooring Plant	15
August Purpura	4– 8–1924	Roofing Plant	15
Harold Johnson	4–14–1924	Paper Mill	15
Lewis Gammell	4–14–1924	Flooring Plant	15
John Sorganen	4–17–1924	Flooring Plant	15
John Janusaitis	4–18–1924	Flooring Plant	15
Lorenzo Notarangelo	4–21–1924	Flooring Plant	15
Oscar Saterdal	4–24–1924	Maintenance	15
Stanley Moore	4–25–1924	Flooring Plant	15
Joel Tammelin	4–30–1924	Flooring Plant	15
John Stankevich	4– 5–1929	Flooring Plant	10
Michael Sameski	4–11–1929	Box Shop	10
Joseph Strumskis	4–15–1929	Roofing Plant	10
Nelson Phillips	4–18–1929	Flooring Plant	10
Robert Barss	4–29–1929	Flooring Plant	10
James M. Fraser	4– 2–1934	Flooring Plant	5
Thomas Lynch	4– 2–1934	Flooring Plant	5
Michael Stellman	4– 2–1934	Flooring Plant	5
L. L. Williams	4– 2–1934	Roofing Sales	5
Josephine Rose	4– 2–1934	Box Shop	5
Joseph Bartell	4– 2–1934	Roofing Plant	5
Raymond Bearce	4– 3–1934	Roofing Plant	5
Eric Janson	4– 3–1934	Roofing Plant	5
Richard Cody	4– 4–1934	Flooring Plant	5
G. L. Studley	4– 5–1934	Box Sales	5
Stephen Tomaszewicz	4– 6–1934	Flooring Plant	5
Frank Troiano	4– 6–1934	Roofing Plant	5
Perry H. Crane	4– 7–1934	Roofing Plant	5
Carl Edman	4– 7–1934	Roofing Plant	5
John Gronroos	4– 7–1934	Roofing Plant	5
Michael D'Espinosa	4–10–1934	Flooring Plant	5
Thomas J. Folan	4–10–1934	Flooring Plant	5
Antti Juhola	4–10–1934	Flooring Plant	5
Lester Lynch	4–12–1934	Box Shop	5
Matthew Naughton	4–12–1934	Maintenance	5
Nancy Ruggiero	4–16–1934	Box Shop	5
Nora Reardon	4–20–1934	Box Shop	5
James A. Garland	4–23–1934	Flooring Plant	5
Alice Blazonis	4–23–1934	Box Shop	5
Bennie Palleiko	4–24–1934	Box Shop	5
John McDonough	4–26–1934	Flooring Plant	5
Olga Eysie	4–30–1934	Box Shop	5
Alphonse Winslow	4–30–1934	Flooring Plant	5

Recently we showed you Bill Sline in action on the golf course. This month we offer W. E. Hale, our Eastern Roofing Sales Manager. By the expression on his face, we think this drive must have been good for at least 300 yards.

Chicago Plant

Roy E. Hill	4– 4–1918	Roofing Sales	21
Clarence George	4– 1–1918	Plant	21
Gordon V. Wikelund	4–18–1929	Roofing Sales	10
Thomas Jones	4–23–1929	Plant	10
William Goforth	4– 1–1934	Roofing Sales	5
Joe Miller	4–11–1934	Plant	5

Phillipsdale

Vincento Cicerelli	4–13–1916	Plant	23
Fred Billings	4–17–1916	Plant	23
Makar Kurda	4–20–1917	Plant	22
William Callen	4–25–1917	Plant	22
Harry Hurd	4– 4–1934	Plant	5
Raymond Thatcher	4– 9–1934	Plant	5
Arthur Turner	4–30–1934	Plant	5

Canada

R. C. Crooker	4–16–1919	Montreal	20
J. Hossack	4– 2–1934	Montreal	5
Miss R. Martineau	4– 2–1934	Montreal	5
Miss M. H. Lafleur	4–19–1934	Montreal	5
E. R. MacNeill	4– 1–1934	Sales, N. S.	5
H. Rousseau	4–16–1910	Montreal	29
H. Dumouchel	4– 1–1914	Montreal	25
O. Lloyd	4–25–1916	Montreal	23
A. Lacombe	4–23–1929	Montreal	10
E. W. Parsons	4–16–1906	Hamilton	23
R. G. Ross	4– 4–1929	Hamilton	10
P. J. Conville	4–16–1929	Hamilton	10
J. W. Rodger	4– 9–1929	Hamilton	10
Mrs. H. R. Evans	4–22–1929	Hamilton	10
T. J. Piche	4– 1–1917	Pont Rouge	22
R. J. Laperriere	4–26–1929	Pont Rouge	10
J. O. Bradford	4– 3–1934	Verona, Ont.	5

MAY

J. H. Smith	5–14–1878	Maintenance	61
Fannie Murphy	5– 1–1886	Box Shop	53
Annette Blaney	5–17–1897	Office	42
Albert Erickson	5– 1–1899	Flooring Plant	40
Harry L. Tower	5–12–1901	Box Shop	38
Michael J. Mohan	5– 7–1907	Retired	32
Patrick Reardon	5– 7–1907	Roofing Plant	32
Paul Kruchas	5–20–1907	Roofing Plant	32
Herman Wauhkonen	5– 1–1909	Flooring Plant	30
Albion Gottberg	5–16–1909	Maintenance	30
Frank R. Meyer	5–24–1909	Box Shop	30
Elmer Jordan	5–25–1909	Retired	30
Matejs Minkevicus	5– 4–1910	Box Shop	29
Pasquale Sansone	5– 4–1910	Flooring Plant	29
David Regan, Sr.	5– 1–1911	Maintenance	28
John Ruszkis	5–13–1911	Roofing Plant	28
Adolf Guttock	5–31–1911	Box Shop	28
W. J. Patterson	5– 7–1912	Paper Mill	27
John Wosner	5–23–1912	Roofing Plant	27
Helena White	5– 8–1913	Office	26
A. H. Brooker	5–15–1915	Roofing Sales	24
Michael Connors	5– 1–1916	Paper Mill	23
Lorenzi Galazzi	5– 1–1916	Roofing Plant	23
James Lasky	5– 9–1916	Box Shop	23
Michael Novick	5–16–1916	Paper Mill	23
James Donohue	5–18–1916	Box Shop	23
W. A. Beaulieu	5–14–1917	Office	22
Peter Rukstalis	5–29–1917	Paper Mill	22
Nicolantonio Puopolo	5–31–1917	Flooring Plant	22
Louis Kozac	5– 1–1918	Box Shop	21
A. H. Anderson	5– 1–1918	Treasurer	21
Winifred Rhind	5– 6–1918	Office	21
Martin Flaherty	5– 9–1918	Paper Mill	21
William H. Ivatts	5–28–1918	Maintenance	21
Thomas Foley	5–31–1918	Maintenance	21
Charles Rusecki	5– 1–1919	Paper Mill	20
Joe Wasalunis	5– 2–1919	Box Shop	20
Stanley Palleiko	5–20–1919	Box Shop	20
Joseph Truskowski	5–21–1919	Box Shop	20
Nellie Patinsky	5– 1–1924	Office	15
Mary Stone	5– 1–1924	Office	15
Elizabeth Lamore	5– 5–1924	Office	15
Coleman Foley	5– 5–1924	Roofing Plant	15
Melvin White	5–16–1924	Box Shop	15
Julian Borowko	5– 1–1929	Paper Mill	10
John Muse	5–20–1929	Paper Mill	10
Frank Lacivita	5–20–1929	Box Shop	10
Raffael Patinsky	5–20–1929	Power & Steam	10
Berta Kugel	5–24–1929	Box Shop	10
John Medailleu	5– 1–1934	Box Shop	5
John E. Cameron	5– 3–1934	Flooring Plant	5
Philip S. McCready	5– 3–1934	Box Shop	5
Sulo Sointu	5– 7–1934	Roofing Plant	5
John Gnerre	5– 7–1934	Flooring Plant	5
Carl Carlson	5–11–1934	Paper Mill	5
Charles Cobb	5–14–1934	Flooring Plant	5
Augustus Smith	5–14–1934	Paper Mill	5
Arthur Vincellett	5–15–1934	Box Shop	5
John Kane	5–16–1934	Paper Mill	5
Brownie Anton	5–17–1934	Flooring Plant	5
John H. Monroe	5–17–1934	Maintenance	5
Joseph Ralkavich	5–18–1934	Box Shop	5
Alexander Balnis	5–21–1934	Box Shop	5
Francis McMahon	5–21–1934	Roofing Plant	5
Michael Moses	5–21–1934	Box Shop	5
James Hamilton	5–22–1934	Roofing Plant	5
Louis DeBaggis	5–22–1934	Roofing Plant	5
Joseph Rukstalis	5–23–1934	Flooring Plant	5
Howard Bearce	5–23–1934	Roofing Plant	5
Charles Farrar	5–28–1934	Flooring Plant	5
Nicholas Santora	5–22–1934	Roofing Plant	5
Albert Renegan	5–23–1934	Flooring Plant	5

Blanche Walukevich and Hilda Rafuse out for a noon-day stroll. Picture taken by Ralph Watson.

Chicago

William Eby	5–29–1919	Plant	20
Harry Jansen	5–26–1924	Plant	15
James Scott	5–31–1929	Plant	10
Joe Cozzi	5–17–1934	Plant	5
Mahlon Parker	5–28–1934	Office	5

Berry Asphalt Co.

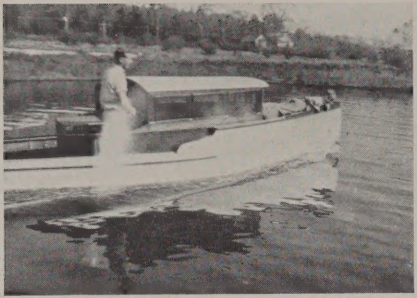
C. T. Rollings	5– 1–1934		5
W. H. Dixon	5–15–1934		5

Phillipsdale

Serafim Moreiro	5–22–1917		22
John Madeiros	5– 3–1918		21
George Hawley	5– 3–1918		21
Frank Valentine	5–17–1918		21
Manuel Oliver	5–16–1924		15
Charles Sinnett	5– 7–1929		10
Clements Justynski	5– 1–1934		5
John S. Smith	5–10–1934		5
Edward Collins	5–14–1934		5
John E. Reynolds	5–18–1934		5
R. Chappell	5–22–1934		5

Canada

A. J. D'Amour	5– 8–1934	Montreal	5
J. King	5–10–1934	Montreal	5
M. F. Sayers	5–11–1934	Montreal	5
J. T. Blain	5–10–1916	Montreal	23
Lanseln Davidson	5– 2–1919	Montreal	20
C. Puhalcki	5– 1–1929	Hamilton	10
J. S. Arnott	5– 9–1929	Hamilton	10
G. J. Gibbons	5– 2–1934	Hamilton	5
L. Northrop	5– 2–1934	Hamilton	5
R. Radko	5– 9–1934	Hamilton	5
J. H. Rennie	5– 9–1934	Hamilton	5
A. H. Bound	5–15–1934	Hamilton	5
A. J. Briere	5–27–1918	Pont Rouge	21
A. L. Jobin	5– 7–1919	Pont Rouge	20
E. J. Deslisle	5–22–1929	Pont Rouge	10
G. Langlois	5–30–1934	Pont Rouge	5
O. E. Bauder	5– 5–1934	Verona, Ont.	5



This is Richard Gorman, Roofing Granule Plant, in his home made 14 foot boat with which he navigates the Charles River in Medfield.

ENTERTAINMENTS

By Arthur Wilson

THREE events have been checked off on our entertainment calendar since the last issue of the *Review*, all well attended and much enjoyed.

On Friday, February 17, the long awaited Valentine Party was held at Morey Pearl's Tent in Weymouth. A goodly number of Bird Club members and friends drove over in their own cars, and in addition a special bus was run that evening. It was one of the best dancing parties enjoyed by the Bird Club in a long time.

A week later on Friday, February 24, at the Norwood Junior High School a crowd of over 900 members and friends enjoyed a real Athletic Night with plenty of boxing and wrestling. Nubby Donnell put on a great show, two boxing bouts with four 3-minute rounds, and two wrestling matches, the first match with a 30-minute time limit and the second match two out of three falls between the great Shadow and Jack Marshall, the Shadow winning.

Steve Mahoney gave a talk on the highlights of the sports, telling particularly about several old timers, some of whom lived in Norwood and Walpole. Steve was remembered and welcomed by several of the older members of the Bird Club who were present to hear him. He referred particularly to the time when he and Jack Hale used to play ball together.

The most recent event on the entertainment schedule was a St. Patrick's Day dance on March 17 at the Norwood Junior High School. 175 couples danced to the music furnished by Al Bowen, who proved to be the best heard in several years. The committee expresses its regrets that so few members were present to enjoy this second St. Patrick's Day party.

CAMERA
CLUB

By Ralph Watson

SINCE our last report, the first annual exhibition of the members' work has been hung in the "gallery", and many favorable comments have been heard from visitors. The show, numbering nearly thirty prints, is now on the road. Traveling shows from the Malone (N. Y.) Camera Club, Mobile (Ga.) Camera Club, have been on exhibition during the month, and at this writing the prints of the Long Island Photographic Society are with us. All these shows contained many beautiful examples of the photographer's art, and are serving as an inspiration to our own members to emulate them.

A new bench for enlarging work has been built and installed in the dark room and a three inch lens purchased for the miniature hounds to make those huge enlargements! Plans are being made to give the novices instruction in handling the enlarging equipment and demonstrations should be well under way by the time this is printed.

The Eastman Kodak sound motion picture film is to be shown the club in the near future, if present plans materialize. This is a film dramatizing the whole story of photography, showing the effect of its impact on modern civilization.

CHANGE IN PLAN

The Exhibitions Committee has decided to lift the restrictions on competition subjects and make all prints acceptable in future monthly contests. However, hoping that some members may have the ambition to try their hands on special subjects, the Manhattan Camera Club's subjects for their inter-club competitions will be announced as usual and we will enter them as often as we have the necessary four prints to send them. Our first venture in these contests found us very far from the top, but the second cheered us up a great deal; we were no nearer the top, but the individual scores of our prints were much better. Practice makes perfect, says Confucius, or some other wise guy.

Evidently Perley Mudgett's camera is back from the repair shop. He came up with a pair of prints for the March contest. . . . Roger Sumner has kissed the Argus goodby and is toting a new Rolleicord. . . . Eddie Tarr is too busy with hammers, nails, and paint brushes on the new domicile to bother with pictures right now, he says. Better build a dark room while you're at it, Eddie. . . . New members elected during the first three months of '39: George Burhoe, Accounting; Michael Sylvestri, Roofing Plant; Roland Johnson, Paper Mill; and John D. Ball. . . . Mr. R. E. Hayward, secretary of the Hopedale Camera Club, and seven other members were visitors at our March meeting. . . . We expected to vote on the L. I. P. S. exhibit that night but found our exhibition room occupied when we went down to it!

By M. E. Tarr

BY the time this article reaches its readers, the last party of the season will be over and final standings settled.

At present, Ollie Sherburne and Arnold Sadler have rather a commanding lead over the rest of the "Auctioneers", while Amos Dixon and his wife lead the rest of the contract players with Bob Rodd and his wife a fairly close second.

The committee, headed by Bill Pratt, tried a new dodge at the bridge party held the 10th of March. They cut out refreshments and gave cash prizes instead of the usual ash trays, lamps, etc.

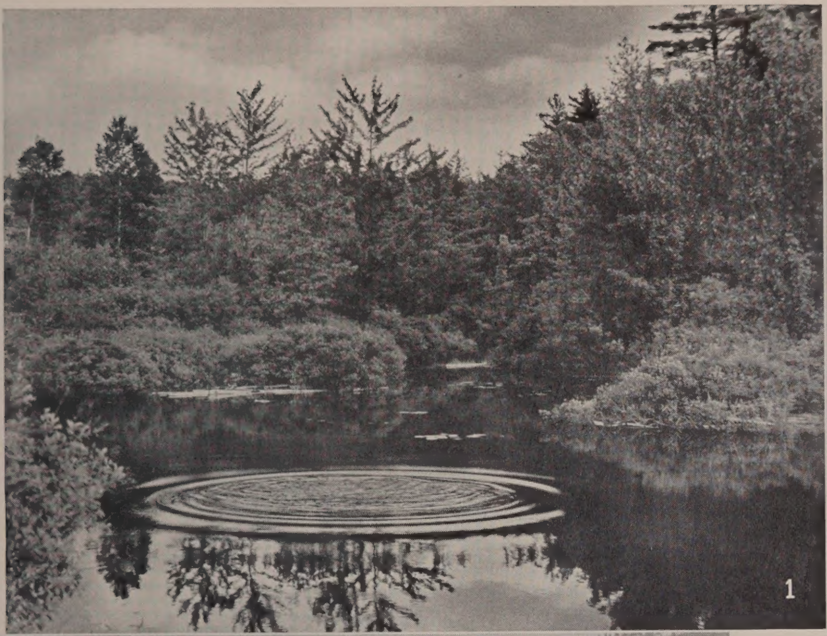
The auction players liked it better than the old way, but what a howl the contract players set up. "What? No refreshments?" "Oh, I don't like that idea!" were only a few of their comments.

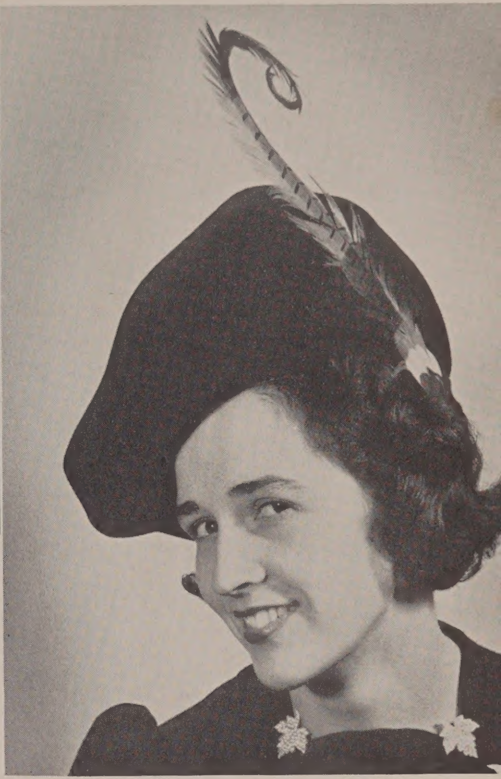
So, in order to satisfy every one—no refreshments and cash prizes are to be given the auction players—refreshments and the usual prizes to the contract players—both for the evening's prizes on March 29 and the season's prizes as well.

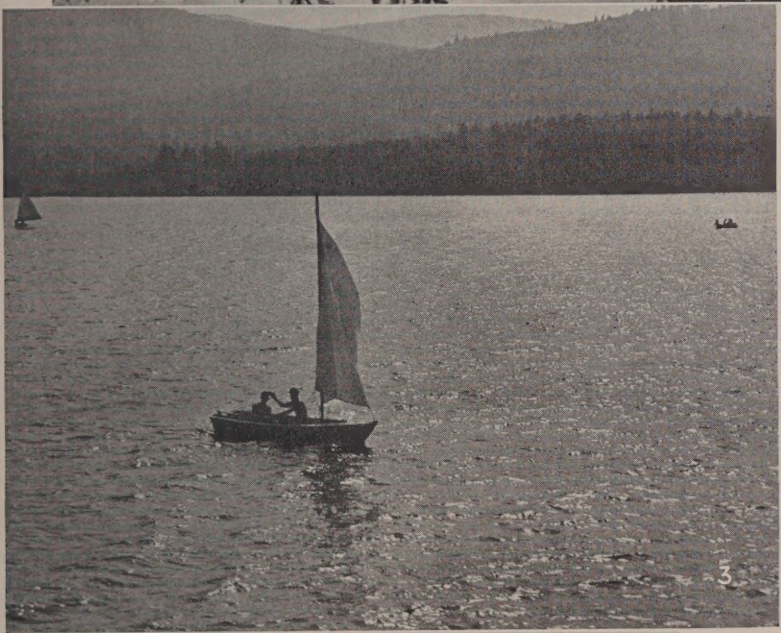
I've got my fingers crossed!

FINE PHOTOGRAPHY

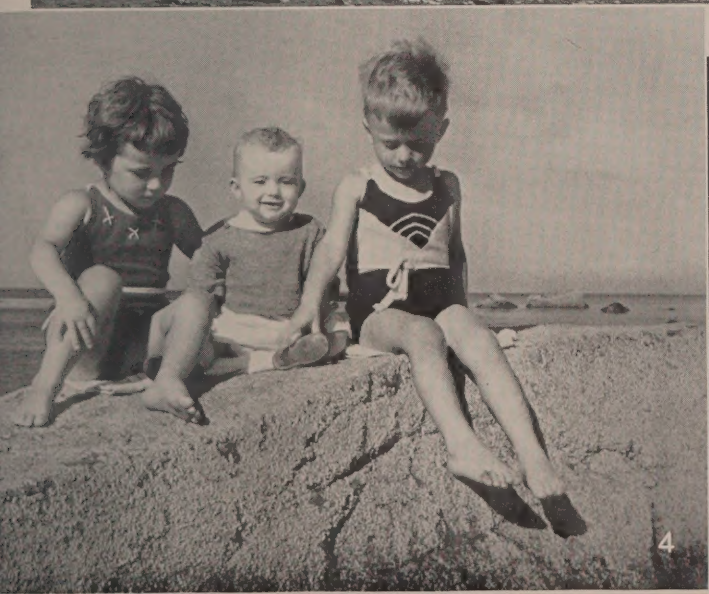
FROM FIRST CAMERA CLUB EXHIBIT

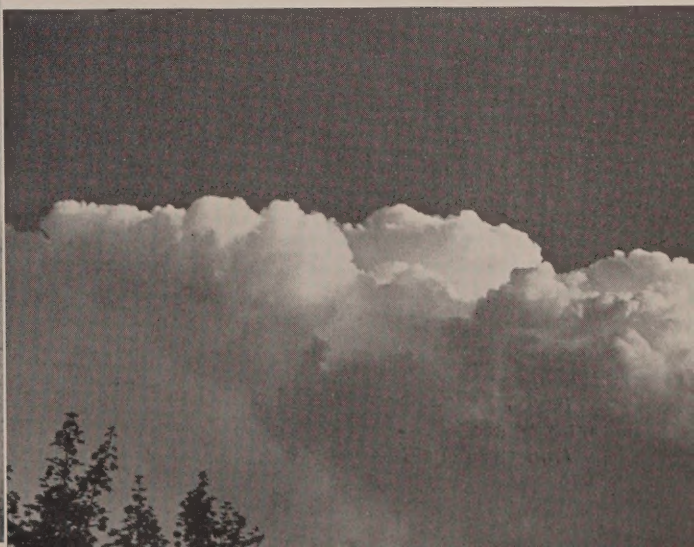






These prize winning pictures were exhibited in our Camera Club's gallery before being sent on tour last month. 1. "Rings" by Walter Hartig. 2. "Lilyan," by Ralph Watson. This picture, posed by Lilyan Paquette, won first place in the Bird Camera Club vote. 3. "Wind, Water and Sunshine," by William A. Broadley (Honorable mention in Walpole 1939 Hobby Show). 4. "Baby Sister," by Charles A. Griffin, and 5. "Storm Clouds," by Perley Mudgett (First Prize in Walpole Hobby Show.)





BIRD'S
NEPONSET REVIEW

Vol. XXVII April, 1939 No. 2

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

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A man cannot leave a better legacy to the world than a well-educated family.
—Thomas Scott

INITIATIVE

"THE world bestows its big prizes, both in money and honors, for but one thing, and that is INITIATIVE.

"What is Initiative? I'll tell you:

"*It is doing the right thing without being told, but next to doing the right thing without being told, is to do it when you are told once.*"

This is one of the finest thoughts that ever came from the brilliant mind of Elbert Hubbard.

Note, please, that he divides the world into three classes.

Those who do the right thing without being told.

Those who need to be told only once.

Those who must be told more than once.

The *successes of life* are in the first two classes.

The men of these two classes always have jobs and usually good jobs.

The failures of life come in the third class.

Then, every time you have to be told more than once, you are in the failure class.

And if there are many things which you must be told more than once, you fail and you lose your job.

And you lose the next job for the same reason.

And the next one, too.

Why is all this true?

Simply because the man who can do things without being told, is thinking and acting, and if he can do the *right* thing, he is thinking and acting right.

And this is what makes success.

Now if he cannot do his own thinking, but can carry out the thoughts of others, and do it when told once, he too, will succeed.

If this man gives his word he will do a thing, he either does it or comes back to the one to whom he gave his word and tells him why it cannot be done. Then, perhaps other plans will be made.

But, mark you this, he does not content himself with the thought that he found that it could not be done and lets his boss find out by his usual method of checking.

No! This man either gets the job done or, finding that it cannot be done, comes immediately to his boss and says so.

And he, too, is a success for he is dependable.

And now if you would succeed, check yourself with this:

Do I do the right thing without being told?

How many times must I be told more than once?

And remember, no one is fit to handle a job unless he does what he is told, or tells his boss when he cannot.

—Dr. Harry Myers, in "The Foreman."

THREE HUNDRED JOIN BLUE CROSS

AS we go to press, word comes that approximately three hundred and twenty-five Bird & Son workers and members of their families have joined the Blue Cross, Associated Hospital Service Plan, in the first group enrollment which closed on April 1st.

Additional members can be enrolled only in groups, and we have been notified that another group will be allowed to join when at least 75 additional applications have been received. These applications may be made at any time at the Neponset Credit Union, and will be held until the necessary number has been received.

THREE DEATHS

WE are sorry to report the deaths of three of our older workers.

Martin O'Donnell, a worker in the East Walpole Maintenance Department for 36 years, passed away on March 22nd after an extended illness which has kept him from work since last November. Mr. O'Donnell had been with us continuously since August 1902, working during this entire time in our East Walpole Maintenance Department as a member of the trucking and yard crew.

He is survived by his wife and a family of nine children. His daughter, Delia, works in our Flower Pot Department.

James T. Weir, watchman at our Flooring Plant, died on February 22nd. Illness had kept him from work since the middle of December. He first came with Bird & Son in 1911, working at the Flooring Plant until 1918; he then left for a period of about a year, returning on July 23, 1919. Since then he had served continuously, working at various times on the print machines and as a watchman.

He is survived by his wife and three children. One son, James, works at our Roofing Plant and the other son, Willam, at our Flooring Plant.

August Paajanen, cleaner at the Roofing Plant, died suddenly on March 11th at the age of 55. He first worked for Bird & Son at various times from 1916 through 1921, both at the East Walpole Mill and the Flooring Plant. He came with us again for six months in 1933 at the Flooring Plant and had had continuous service with the company since March, 1934, working as a member of our cleaning department at the Roofing Plant for the past three years.

He is survived by his wife and two children one of whom, Kaino Pane, works at our Flooring Plant Office.

We extend our sincere sympathy to the families of these former workers.

By Leo Bernier

SOME very interesting rehearsals have been enjoyed during the winter by the members of the club.

A few interruptions in the rehearsal schedule were caused by some bad weather, but now the club is earnestly preparing for its annual event, the Spring Concert. This will be presented on May 3 at the Norwood Junior High School. Dancing will follow the concert until 12:00 midnight. Reserve the date!

The Massachusetts Safety Council called for a return appearance of the Glee Club at its Smile Party on April 3 in the Hotel Statler Ballroom. The numbers for this concert are being prepared as we go to press and a fine performance is expected.

It is pleasing to note the general improvement in the quality of singing now being produced by the club. Some of the work being done is unusual for such a young group. The men are becoming really enthusiastic over their progress as evidenced by their faithful attendance at rehearsals. We urge all the club members to be present at all the remaining rehearsals before the May concert.

Annual meeting of the Michigan Field Division of the L. B. Price Mercantile Co. held recently in Muskegon, Michigan. This is a big yearly event for this important Bird dealer. Bird & Son Salesmen who attended this meeting were C. D. Knapp, second from left at the head table; C. E. Tyson, next to him; and L. S. Wright, Sales Promotion Manager. Mr. Wright spoke at the meeting.

HOSPITAL NOTES

Optically normal eyes are rare, according to a recent article appearing in the Hygeia Magazine. All people are born farsighted. Some remain that way, others become nearsighted and a few become "normal".

At birth the eyes are short, corresponding to the small size of the child's body. As the body grows in size, the eyeballs also increase, and their growth continues until they reach the necessary length, when further growth should stop. The eyeball now being of proper length is said to be optically normal and will therefore focus the light rays correctly. But such a case is actually the exception, not the rule.

More frequently, the growth of the eyeball stops too soon and the condition of farsightedness results, or else the growth continues too long and nearsightedness develops.

Extreme conditions of either case require glasses to enable the person to see without damaging his eyes, and the only glasses that should ever be worn are those prescribed by an eye specialist, as all kinds of damage can be done by wearing the wrong glasses.

The ordinary examination of the eyes by a physician at school or at his office will tell whether or not the person needs glasses, and then of course, the thing to do is to get them properly prescribed and fitted by a specialist who knows his business.

You have only one pair of eyes and they will last you a lifetime if you care for them. Don't take chances with anything so precious as your eyesight. If in doubt, see your doctor.

PAPER MILL WINS CERTIFICATE

We have just learned that our East Walpole Paper Carton Division has been awarded a certificate of merit by the Massachusetts Safety Council for its safety record in 1938. Similar certificates are awarded each year to the leaders in thirteen different groups. This certificate won by our plant was given for the best record in the Paper and Paper Box Industry in Massachusetts.

SPRING SPORT NEWS

At this writing the last of the snow is melting fast, and our athletic field, tennis courts and golf course look pretty muddy and discouraging, but spring is just around the corner and soon after this issue appears the various athletic committees will begin to organize for a busy season in the summer of 1939.

No meetings have been held as yet, and no definite plans made, but Stuart Farris, Chairman of the Horse Shoes Committee writes as follows: "Some of these fine days a couple of enthusiasts will dig out the horse shoes and play a few games. That means the season is officially open. The noon-time brigade will hold their usual sessions. These very seldom provide a winner because the five-minute whistle usually breaks up the game with a score of 20 to 19.

"We will have our usual tournament in singles and doubles. Any suggestions on how to run these off or stimulate more interest will be gladly received. The committee this year consists of Stuart Farris and John Woloshyn from the Flooring Plant, Edward Hiller, Roofing Plant, and Charles Locke, East Walpole Maintenance Department."

Other sports chairmen for the coming season are: Golf, Karl Wurzel; Soccer, J. H. White; Tennis, Stanley Phillips; and Soft Ball, Robert McIntosh.

Judge (in dentist chair): "Do you swear that you will pull the tooth, the whole tooth, and nothing but the tooth?"

PERSONAL NOTES

MAIN OFFICE AND SALES

Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman
Ruth Milliken
Vera Ransow
John Murphy
Dorothy McEleney

Ed Fitzhenry is being congratulated on his recent success in passing the bar examinations. Nice going, Eddie!

Charles Colins is the new sales correspondent in the Carton Sales Division, taking the place of Harry Lees who has already gone on the road. We cordially welcome Mr. Colins.

Ann Kelliher had just finished tacking on a piece of felt to the back of her chair when Bill McEntee noticed his seat missing. He didn't accuse Ann directly, but did say, "I've heard of stealing the shirt off your back, but not the seat of your pants."

At the tail end of our last and worst snow storm Maurice Godfrey climbed old Blue Hill that Sunday night. We don't believe anybody else was brave enough to step out except his companion. We wonder if he reached his objective.

Phyllis Nixon tried all winter to arrange a sleighing party, but without success. She had the sleigh, but no horse. Florence Nagel thinks that some of our gallant Romeos should get together and pull the sleigh.

Regina "Annie" Rooney has discovered that one can be snowbound even in a city like Readville. We suspect she won't think too badly of the "sticks" now. At least we got to work.

Some time ago Mr. W. W. Wilson sent us a very interesting bit of news from Chicago. Mr. Robert Brenner and Mr. Oscar Kaiser are President and Vice-President respectively of the Midland Improvement Company, of Wisconsin. Mrs. Brenner and Mrs. Kaiser both became mothers on the same day at the same hospital. The Brenners have a girl and the Kaisers a boy.

Don't be too surprised if one of these days a young lady from the Stenographic Department nonchalantly addresses you as "Eddie". Now, we could forgive and forget if it happened only once, Dot, but when it happens three and four times—we just don't know.

By the way, isn't Pauline Babel the next Ditto girl in line for a diamond? Come on, Pauline, you don't want to break the tradition of the Ditto girls, do you?

We are all glad to see Peggie Rorke back after a long illness.

Wylie MacIvor has a new motto: "Always make sure you have a chair to sit on, before you sit!

A very cordial welcome is extended to Dorothy McEleney as a new member of the Flooring Sales Department.

The stork dropped a little girl at the home of W. W. Ford, roofing representative in Western Pennsylvania, on February 20th.

Win Rhind came back from Florida with a nice tan, and wonderful stories about the weather, scenery, etc. down there, where she spent a whole month taking it easy. Before Win left, several office friends held a party for her at the home of Anna Roundy, on Beech St., Norwood. During the good time, a unique gift was presented to Win, and everyone enjoyed a tour around Anna's very lovely new home. A gift in the shape of a vase was presented to Miss Roundy for her new home by those present.

Well, it looks like our skating party promoter will have to run a picnic. How about it, Betty?

We guess that Phil Anderson has given up the idea of buying a beach wagon, since it is now rumored that he is shopping around for a 1931 Ford Touring.

A ransom note demanding candy and chewing gum in return for her sweater was received by Irene Rivera. Irene came in recently with a new sweater, her old one having out-lived its ten-year guarantee by five years. She thought she would like to keep her old one just for sentimental reasons. Someone, however, made away with it and Irene refuses to pay the ransom. What's the next move, Peg?

Lou Harriman slipped and cracked an ankle bone and is limping along with a worried expression on his face. Perhaps he is thinking of the approaching golf season.

The secret is out. Lilyan Paquette has been studying dramatics. For convincing evidence, drop in the Bird Hall any noon hour. Fanny Brice has nothing on Lil.

Dot Elwell and Dot McEleney are keeping in trim by "hoofing" it from Elliot Street to the bus line, since Hilda Mattson's trusty steed was buried in the snow. Well, anyway, it is a good way to keep fit.

The Sales Table Tennis Team has fought its way from second division standing right into the lead of the league. With only one game left to play it looks like a cinch for the Sales team. Barney Geigle, Zooker Tucker, G-G Carr and Bob McIntosh have been consistent players for the team.

We would like to have heard what Blanche Walukevich said when she ran across the street one day when the snow was about eight inches deep and lost her shoe. After seeing her balance on one foot until she had rescued the shoe, we believe her future is bright as a tight rope walker.

Harry Angus has a new pipe. The pipe is OK but we suggest that he smoke "Bond Street" while in the presence of others.

PAPER MILLS

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse
Jean Angus
Mary Driscoll
Peter Glebus
Joseph Jarlis
Donald Ross
John Wytones

Coleman Howe met Jim Casey at the wrestling bouts at the Norwood Junior High School, and to his surprise, he discovered that Casey came from the same country as he did.

Casey is also an old friend of Fioreno Felici.

Roland Johnson is the proud father of a son born at the Norwood Hospital. How about some cigars, Rollie?

William Lewis from our oiling department has raised quite a mustache. Where are you going William, that you want to disguise yourself?

Everyone is wondering what certain fellow in the stock transfer department is buying furniture!

Peter Folan comes to work in a taxi every morning—Arthur Topf's open air taxi!

Jonah, Johansson and Nordstrom got a fine mess of clams for steaming at Quincy, lately, and on the way home the Chevy died on them.

PHILLIPSDALE

Rexford H. Salisbury
David S. Lowry
John H. Nolan
Leslie E. Howard

Spring is in the air and, of course, with spring comes the new cars. Messrs. Salisbury

Evidently this blueprint requires deep concentration. Arthur Colburn, Charles Mutch and Jesse King were so busy with this problem that they didn't even hear the camera click.

This is Jeannette Montisano, 6 year old daughter of Tony Montisano, who works at our No. 2 Box Shop. Jeannette says there is nothing like reading for improving the mind.

Banks and Phelps are all sporting new ones and Les Howard has rejoined the big car class again. George Hawley is expected to weaken any day now.

Clarence Pierson still holds the record for moving. He has just moved again.

Ted Wentworth is very busy these days traveling back and forth to Framingham to see his lady friend. Looks real serious, Ted.

Herb Chamberlain is getting his farm implements ready for the spring rush. He expects to raise quite a crop this year.

Eddie Collins and Joe Silva went to a boxing match in Providence. During the excitement we understand Joe was found hanging from the rafter head down. What happened, Joe?

Vacations have started. Harold Hey spent one week in February up at his home in the woods.

We expect to hear news of Clements Justynski on his vacation as we hear he is doing housework.

Interest in bowling has dropped off as well as the scores.

We hear George is thinking of getting married. What is the matter with Scott?

One of our watchmen was sporting a large orange ribbon for a short time on St. Patrick's Day. That is he was until he met two wild Irishmen and now we know that one of our watchmen can run 300 yards in 13 seconds flat.

Congratulations are being received by Rex Salisbury and Henry Phelps who recently completed thirty years with Bird & Son.

Ted Maddern and Manuel Perry parked their machines under the edge of the new rag storage roof when the snow began to melt. They won't do it again for the snow came down and rested on the hoods of their machines.

John Marshall put in two weeks serving on the jury and he says he is willing to do it again.

Ted Maddern almost got into politics in Rehobeth but was saved by a few votes. The schools will have to get along without him.

The boys on the paper machine say that Willie Carlson has all his Christmas presents bought. He has a lot of nails taken from a box that came from Sweden which he is going to pass around to his friends.

The Phillipsdale Fire Brigade has been reorganized with Rex Salisbury as chief and Leslie Howard, second assistant chief. New members include Harold Hey, Fred Matthews and Joe Borges.

BOX FACTORIES

NO. 1 BOX SHOP

John P. Walsh
John Phelan
Earl Boyden
Helen Sironka
Richard Sprague

How Frank Welch manages to find out everybody's secrets is beyond us. You surely do make a good Sherlock Holmes, Frank!

John Dempsey is trying real hard to earn a little extra pocket money as our water boy. Carrying the pail around is right up his alley, for he first got the knack of swinging the pail when he was water boy for the football squad in his younger days.

The fellow workers of Henry Johnson wish to extend to him their most heartfelt sympathy in the recent loss of his mother.

Marty Green is sporting a brand new Oldsmobile and my! such a pretty color (Baby blue).

One of the first vacationists of the season was Peter Flaherty.

A little late but the news drifted in to the effect that Jack Cononi fell through the ice in a Natick pond last month and was rescued by a large police dog. You better stick to Wayland, Jack.

Ralph Farris came out of retirement last week to roll three beautiful strings for the box shop bowling team with his old spinner ball.

We dedicate the following song to a certain folder and a very special someone on No. 3—"For I Only Have Eyes For You."

How in the world did Jack Cononi get the right side of his car all banged up? We really would like the inside dope.

Just for old time's sake, here is a picture of Gene Connolly at the big outing at Nantasket in 1924. Note the high water pants.

Candid (very candid) camera shot of Louis Jennings at ease during a lunch hour at Phillipsdale.

Paul Curran was scheduled, unknown to him, to sing at the St. Patrick's night party but Orchestra Leader Al Bowen fizzled on his assignment.

Antoinette Poupolo is wearing one of those left handed rings but she isn't talking. Lillian Blanchard also has a little secret but we know it must be of the same nature.

At a recent bowling match, Ralph Farris was seen coaching his eleven year old son on the finer points of the game. Investigation revealed that he intends to match him with Jack Walsh of the office.

The most discussed topic of the day is vacations. Everyone seems to have the World's Fair in mind.

Seen and Heard at the Athletic Night—

Nickel bets placed on the first bout.

It must be tough to be financially embarrassed just when you dig in your pockets to make a bet and learn too late that dear little wifey cleaned them out mighty good.

Frances Maroney watched the strangle hold very closely, just in case.

Harold Higgins certainly stretched his neck to see better.

Phil McCready in a ringside seat spent his time chewing gum a mile a minute.

Charlie Desmond is planning to hold an Orange Day picnic real soon. As yet Martin Kane is the only one invited.

As a result of an elimination tournament of FX1 table tennis enthusiasts, Jim Smith battles Ben Palleiko for the fur trimmed ping pong paddle.

There have been rumors that a banshee has been howling around Bird Park every evening, but upon thorough investigation by the Walpole police we find that Henry Ceglaski has joined a swing band and is working the old "sax" overtime.

NO. 2 BOX SHOP

Olga Eysie
Alma Walsh
Josephine Rose
Rose Ruggiero
Alice Brady
Vaughn Allen

We welcome John Wilkes back after his long illness.

Nora Reardon is going to take the fatal step April 29th. We regret having her go, but sincerely wish her luck and happiness in her new undertakings.

Neponset Review correspondents at our Roofing Plant. Left to right: Max Rabinovitch, Stanley Phillips, Roger Percy, John H. White and Harold Mattson. Bruce Farrar and George Lane, the other two correspondents, were unable to be present the day this was taken.

Helen Ceglarski has turned "jitterbug" on us. Wonder what's up!

We extend our deepest sympathy to Delia O'Donnell in the loss of her father.

Anyone needing special care for their hands should get in touch with two men in the Flower Pot Department. They know all about it! We didn't know men took such fine care of their hands.

We welcome our newcomer, Betty Doane, to the Shoe Carton Department.

We hear that Cupid hit Red Johnson's heart very strongly. We wonder if it is so.

Sorry to hear Ludger St. Cyr is out sick. We hope he will return soon.

Warning—anyone interested in John Sigmund should realize before they take him too seriously that the one who marries him must also marry his *three* dogs.

Apparently Rose Tronti spends most of her free time at Roll-Land. A few more spills and she'll be the "tops".

Rose Tronti and Helen Ceglarski recently listened to the strains of Larry Clinton's music at King Phillip Ballroom.

ROOFING MILL AND OFFICE

George Lane — Harold Mattson
Stanley Phillips — William Percy
John White — Bruce Farrar
Maxmillan Rabinovitch

We are happy to see many new faces. The new men are working in several different departments. We hope their stay here may be long and successful.

The construction of the new roofing machine is well underway and should be completed before many months.

Recently the machines team bowled No. 2 Box Shop a very crucial match. We won by three points to one, but if Joe Roslauskas's voice was not toned down to a whisper, we would easily have won all four points.

We are glad to hear that our fellow worker Herbie Snell is well on the way to a fine come back. Good luck, Herbie.

Between building, poultry and building wrecking, Louis Cataldo is kept pretty busy.

Congratulations are in order for Warren Kumblad whose wife presented him with a daughter recently. Both mother and daughter are doing well.

Old Man Grippe has cut a wide swath around here. Some of the recent victims were Charlie Seavey, Roy Walton, Danny Triventi, Levio Magnani, Joseph Bartell, Francis McSwain. That's a bumper crop for one department!

James Phelan had a ringside seat at the wrestling show sponsored by the Bird Club. Jim arrived at 6 P. M., thus securing one of the few choice seats.

There is a campaign on to enlist new members for the "69 Club". For information see Mickey McSwain.

When you see the names Betro and Nichols printed on beams, etc. you will know they are our legal advisers at the Granule Plant.

We are told Perry Crane is contemplating buying a hood or a radiator for his streamlined 1931 Ford.

George E. Smith of the Roofing Mill Office serves notice that when articles or notes are written about other George Smiths in the organization, some sure identification be made as which George Smith it is. George E. is having an embarrassing time explaining to friends that he is not the proud father of twins, has not bought a 1924 Chevy, and is not contemplating moving to Westwood.

Everett Jarvis has been seen burning up the road between Canton and Norton lately. What is the big attraction, Evie?

Ray Monahan is saving his money and making a lot of trips to Roslindale. Holding out on us, Ray?

We understand that Max Rabinovitch recently had a very severe case of the "itch". We wish him a speedy recovery and trust that he is resting comfortably.

We are all glad to see Herb. Jepson back after his bout with the grippe.

Jim Hamilton is working on the saw mill being put up by Mr. Bird. Make you think of home, Jim?

Talk about Wrong-Way Corrigan, you should see Louis Cataldo and Everett Jarvis driving the tractor at the Granule Plant!

Eddie O'Neil seems to be down in the dumps lately. His girl has been vacationing in Waltham. Cheer up, Eddie, she'll be back.

Our Captain Stanley Jurgelevich spent the last few weeks of winter showing the girls how to ski at the ski run in Waltham. What's next, Captain?

FLOORING MILL AND OFFICE

Angelo Macchi — Leon Zinkowsky
Thomas Paquette — Albin Vietze
Laurence Gammell — Thomas Burns
Frank Shimsky

John Farrell, Rug Finishing Department, is ill at the Norwood Hospital with an appendicitis operation. Best wishes for a speedy recovery.

Everything has been very quiet at the machine shop end of the plant, but now that the astronomical New Year is here, it is expected that a little more life will be noticed.

The first to revive was Nunzio Famigletti who started pulling up the roots of the trees which had been broken off by the hurricane.

With its flashy stars Carleton Rafuse and Arthur Bent on the Chromalin Ping Pong team, they and other members are already picking out their prizes.

The singles and doubles show the bachelors string slowly dwindling down. Our latest to feel Cupid's arrow was Tom Cotter. Best wishes, Tom. Have those pennies grown to dollars yet?

Sammy Piraino is signing a contract for a tour. He was recently spotted by a talent scout while giving a dance performance.

Thomas "Red" Coyne has just completed a course in mathematics. They say Red knows his figures.

"Bill" Cody is now an inventor, so rumor goes. We will let you in on the secret soon.

Speaking of inventors, Russ Ferguson has recently completed one, and is applying for patents.

The Loyal Order of Moose have recently acquired a bowling team which will be unbeatable next season, having signed up Stuart Farris, Earl Higgins, Walter Sword, Roy Yonker and Steve Tomashay.

Mike Stellman shouldn't have such large feet, or else should learn to keep them out of the way. Tough luck, Mike.

It is with regret we note the passing of James Weir, Flooring watchman for many years.

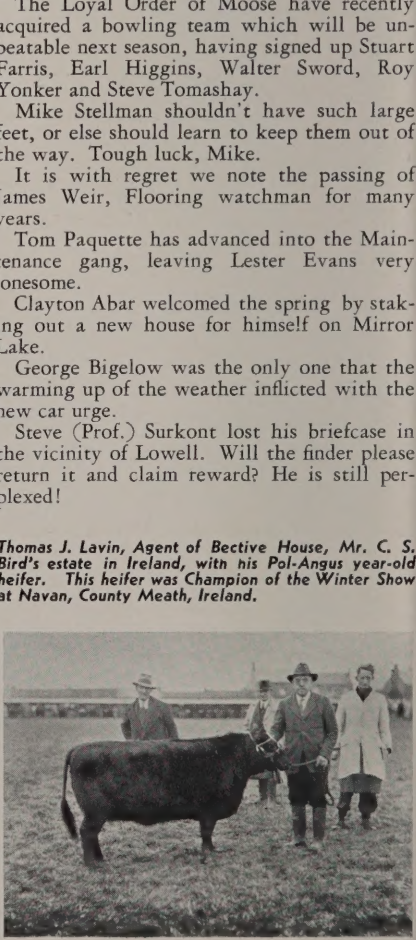
Tom Paquette has advanced into the Maintenance gang, leaving Lester Evans very lonesome.

Clayton Abar welcomed the spring by staking out a new house for himself on Mirror Lake.

George Bigelow was the only one that the warming up of the weather inflicted with the new car urge.

Steve (Prof.) Surkont lost his briefcase in the vicinity of Lowell. Will the finder please return it and claim reward? He is still perplexed!

Thomas J. Lavin, Agent of Bective House, Mr. C. S. Bird's estate in Ireland, with his Pol-Angus year-old heifer. This heifer was Champion of the Winter Show at Navan, County Meath, Ireland.



A tip to Clarence Young, the G man! Your car is minus something on the rear left wheel!

Larry Hewins of Hewinsville is already fishing, he is fishing for his equipment that he tucked away so nicely last year.

Nickerson is slowly but surely going to pay his recently lost wager. He is paying on the installment plan (One cent a week).

Steve Cavanaugh claims that the recent wrestling bout between the Shadow and "Gus" Sonnenberg was in the bag. He says he didn't see a thing.

Martin Scampini will now be at home to his friends in his newly acquired home on Hawthorne Street. Another bit of news—he has recently joined the Norfolk Sportsman's Club.

The farmers, Bill Mingels and Everett Tripp went right into action—Bill with a couple of hundred new born chicks and Everett with a new hot bed.

Our eligible bachelor Speed Paciorkowski has gone into seclusion until after the 4th of July. He reports things are too hot for him, and his single blessedness is more precious than anything he has met yet. Watch it, Erny, those are the kind of statements that get you into trouble.

In reading about Spring baseball we find two good rookies—Eddie Miller of the Bees and Joe Gallagher of the New York team.

With spring and softball around the corner, it looks like all "birds" will be happy. The sport stores will not mind either.

Cheerful Nick Ferrara may soon be playing ball. He thinks it will be a good team, so best luck, Nick.

Tad Maguire was recently operated on for appendicitis. He is at home now and will be back with us soon.

Correction: Three gentlemen have just driven in with new cars—Deacon Schofield, Frank Mumblow and Bob Barss.

Any gentlemen wanting information as to how a night should be spent, see Joe DiMarzo.

Fellows have recently asked how one becomes a reporter. Arthur Cripps can answer this question.

CHICAGO MILL AND OFFICE

Gladys Davis
Raymond Gusick
Edward Stadt
M. C. Thompson

The man who handles the oars hasn't time to rock the boat.

Tsk, Tsk

Ted Polek was "beefing" the other day that during the noon hour his watch gains about a half hour—sort of an increase in pulse as it were. He then confessed that he plays ping pong with Frieda.

Yea Northwestern

Mary Mac: Do you use tooth paste?

Burnette: What for? None of my teeth are loose.

What, Again?

Reports have been received that Ray Young just had an 11–0 defeat in ping pong.

Tale of the Streets

The following was taken from the Tribune "Wake" of March 8, and strikes pretty close to home:

I am Racine down the street when, all of a sudden a big truck Loomis in front of me and knocks me down. Justine time I get up before the driver can get away and say: "Well, what are you Laflin about?" He just looks at me and says: "It's Morgan I can stand" and drives away.

Wally says Jean's theme song is "Butch-er arms around me."

"His Car"

It IS an "automobile" that Ray Young has been driving around all this time. Thanks to the "Mrs." his return from Detroit disclosed this fact to Ray's and everyone else's surprise after she had his car washed. Looks like he'll have to apply for a driver's license after all!

Sure Sign of Spring

Flowers an' trees, an' birds a-wing,
An' this time of year everything grows—
But if you doubt these signs of Spring,
Look what's blooming under Gordon's nose!

To Whom It May Concern:

Wouldn't it be more appropriate to use the customary greeting when addressing a young lady—after all, Ping Pong paddles are not designed to meet such strenuous resistance. Tsk! tsk! Gentlemen, let's keep our eyes on the ball instead.

"A Stitch in Time"

An emergency tailoring operation, performed a few months ago by a member of the Sales Department, successfully climaxed an embarrassing situation—also a pair of trousers.

'Tis an "Art", folks, with a capital "A". No, not the Art Institute—just the Chicago plant in all its beauty!

"Art" in the Laboratory (Trudeau).
"Art" in the Sales Dept. (Straus).
"Art" in the Print Shop (Mellin).
"Art" in the Sample Dept. (Julian).

"Live and Learn"

Ray Gusick was seen studying a book on "How to Play Ping Pong." Wonder if he finally has taken an interest in the game? Keep it up, Ray, you can't fail if you try hard enough. I am sure Ray would appreciate any suggestions and pointers on the game, won't *YOU* help? Please mail all correspondence care of Mill Office.

Speaking of Ping Pong, the Main Office harvested a fair crop of players—they play a fair country game if they don't step out of their class.

"Flash"

Messrs. Edward Stulik and Jonas Johnson actually do work. On 3/6, a reliable source reports that to the accompaniment of grunts and groans they got the best of an enormous box.

Suggestion

Jim Comiskey ought to use Quick Setting Lap Cement to keep that "streamlined sagebrush" he follows around from time to time, from blowing away every time a good wind comes along.

It May Be So, But—

Aftermath: Unusual snow blizzards, such as the one Chicago had on display January 30, do have its effects upon some people's children—as evidenced by the story Mr. Harold Altman started to tell, while in a reminiscent mood, casually referring to exploits in Alaskan blizzards where the temperatures ranged to 70° below zero. Not doubting his veracity—just not being dressed for such weather—the writer was forced to seek the refuge of the Mill Office, where the thermometer seldom registers 50° below zero—even in the wildest of stories.

Blondes and Such

Wonder if she ever heard of the "Stockyard Shuffle?" Miss Alice Kodl, jitterbug de luxe, and exponent of those "spasmodical twitches" sometimes referred to as "swing," attributes the remarkable stamina of the jitterbugs in general to some primitive heredity.

Speaking of blondes—I wonder if there's any truth to the assertion of a brunette that the reason said dames eat so much is because they have hollow legs?

A one-page letter is an every day occurrence; a two-page letter usually includes in its text some of that tripe about "birds" and "spring;" but a three-page letter—well, it can only mean that some mother's son, who happened to be the recipient of one of these "proclamations" written by one of the "blonde alibis" in the Main Office, sure caught H——.

Crystal Gazing

It looks like the crystal gazer, who once told Art (call me "cross-country") Trudeau that he would some day become quite a journeyman, wasn't fibbing—it takes him three hours to get to and from work each day.

Open Letter to Mill Reporters

Gentlemen:

In the last edition of the Neponset *Review* you gentlemen referred to me as the "Professor." I must say you really show your ingratitude. I realize it was meant as a rib—but the joke is on you. I really didn't want to divulge the secret of your success—but, naturally, when you're popular, your friends begin wondering why a nickname is pinned on you. Well, here goes, friends:

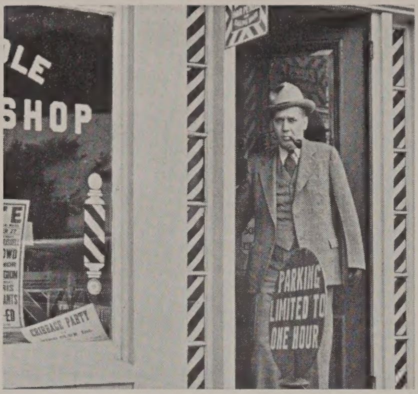
The Mill Reporters have a habit of asking me the spelling of different words—it isn't bad when they are "two-bit" words, but when they ask the spelling of a "five-cent" word like "receive", well, that's the limit. They also question me on sentence structure. You'd hate to have this in the Neponset *Review* wouldn't you? Example—Come to my house, yah? So you see what I have to put up with? I won't be able to assist these gentlemen any more, so I advise them to go to night-school, because the illiteracy rate in Illinois is pretty high at the present time.

Yours,
Prof. John L. Cozzi

Fair Exchange

Following the recent New England hurricane, the Hanna's sent their Jimmie to stay a few weeks with an uncle living outside the devastated area. A few days after Jimmie's arrival, the uncle sent the following telegram

We'd like you to meet Bobby (Robert L.) Rodd on his way home from High School! Bobby's father works in our Accounting Department.


SHOP
PARKING LIMITED TO ONE HOUR

Bill Koehler coming out of Jerry Travers' Barber Shop with a nice, fresh hair-cut.

to Mr. Hanna: "AM SENDING BOY, SEND HURRICANE."

Apprentice?

Ted Polek must be practicing to be a motorman, judging from his actions in the mill.

It Happened So Quick

Gordon Lampton had the misfortune of being run into by another car the other day. The driver of that car disobeyed the traffic signals. Even though we are sorry Gordie's car was wrecked, we are glad the bump on his head was the only injury incurred. He is still wondering what happened to his glasses.

SHREVEPORT MILL AND OFFICE

Grace Fuller　　Charles Houghton
Robert Jenkins

Seven members of the Shreveport Sales Department and four Roofing Engineers from the local territory enjoyed their first spring outing with a fishing trip to Black Lake over the week-end of the eleventh.

Leaving Shreveport about noon Saturday, the party arrived at the Lake in time for a good evening's fishing. Mr. Peterson and Bob Chapman, two of the local casting experts, reported not a strike and it seems that two of the "rookies" reported the largest catch.

Chapman claims the cooking honors of the crowd. Around mid-night Saturday, he tested his culinary art on some of the afternoon catch, claims they were delicious. No one else in the crowd can deny that because no one dared eat any except the chef.

All in all, a good time was had by everyone, and everyone was back at work Monday feeling much better. We hope to be able to do this more often.

Those enjoying the trip were Mr. Peterson, Bo Beauchamp, Bob Chapman, Albert Harper, Duke Leslie, Robert Jenkins, H. E. Raney, H. E. Raney, Jr., of Shreveport; and E. W. Canterbury, territory salesman from central Louisiana; Bolton Walker, Roofing Engineer of Alexandria, La.; and Mr. Chapman (father of Bob).

Lucille McMurtry had the honor of being chosen as delegate to represent her Chapter at the 40th Session of Grand Chapter, Order of the Eastern Star, which was held in Shreveport March 8th, 9th and 10th.

We are happy to have Jessie Terry and Gladys Bryan (two new additions to the Steno Department) with us.

Dick Johnson either loses Ping Pong while smoking or loses smoking "Cigars" while playing Ping Pong.

It is being reported around the Plant that Frankie Leon, Our No. 2 Machinist has taken the "Fatal step". Eh! Frankie.

There are several new "To the plant" cars being parked in front of the plant. We guess its the nice spring weather.

Reports have it that fishing in the near by lakes is good this season. For further information you might ask Ray Wolfe and Joe Lance.

Oil Wells, Oil Wells, Every where—There are some twelve wells in sight of the plant at the present writing. The Flares are bright at night.

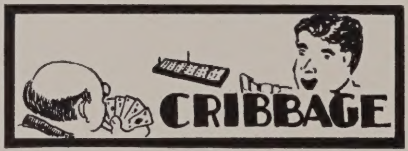
Happy Winkler is reported to be having trouble with his income tax. Gee its great to be married and avoid the Income Tax, says Willie Smith.

Everyone reports quite an enjoyable evening at Frank Kruisenga's house warming party, given by the men of the plant Saturday night, March 18th. As a token of appreciation they gave Frank a nice lounge chair.

We wonder why they call for Lance Pinky.

Frank Kruisenga appeared a recent Monday morning quite lame and sore from applying shingles on his roof over the week-end.

We now have three new members on the Sales Force—Albert Harper, Robert Jenkins and Duke Leslie—Happy Landing, boys.



By Herman Nordstrom

THE last Cribbage party of the season was held at the Brigade Room on March 9th. Because of the bad weather, only forty-six players were present.

The winner of the Series Prize, awarded for the most games won in the five-game series, was George C. Clement of Milton, Mass. First and second cribbage prizes for the evening were divided between three men, Edward Scanlon, No. 2 Box Shop, Arsene Marchand, No. 2 Box Shop and George Mitchell, Norwood.

Door prizes, consisting of large baskets of fruit, went to William Angus, Roofing Plant, A. E. Halliley, Norwood, Warren Manson, Roofing Plant, and John Donovan, Pilgrim Laundry Company.

The fourth party of the season was held on Thursday night, February 16. On account of many other attractions in Norwood and Walpole there were only 56 players present. First cribbage prize went to Samuel DeFlamminis of our Roofing Plant. The second prize had ten men tied as winners and the lucky name drawn from the box was Edmond Wenstrom of the Roofing Plant; he was thereby declared second prize winner.

George Murray, No. 1 Box Shop, as he looked in 1909 when he was one of the leaders of the first Scout Troop in America in Barre, Vt.

FIRST BOY SCOUT TROOP

YOU won't have to look very long to recognize George Murray of No. 1 Box Shop in the above picture. This was taken from a group picture of the first Boy Scout Troop in America, organized in Barre, Vermont in 1909, and Mr. Murray was one of the original Scout Masters in charge of this first troop.

It happened this way: In 1909 in the Baptist Church at Barre there was a man by the name of William F. Milne who had recently come to this country from Scotland where the Scout movement had already begun. His enthusiasm interested other members of the church, and because no books on scouting were available in this country it was necessary to send to Scotland for them. They finally arrived and the club was organized under the name of The Boy Scouts Club.

Of course, the official organization of the Boy Scouts of America did not come until February 8, 1910, but this local troop with the same ideals and the same sort of organization had already been in existence a year by that time.

George Murray first came to Bird & Son in 1921, and has been with us steadily since 1923 as a worker in our Maintenance Department and our No. 1 Box Shop. He kept up his active interest in scouting after coming to East Walpole and for many years served as a Scout Master of the local troop. His daughter, Ethel Murray, now works in our Neponset Credit Union.

BOWLING NOTES

By Guy Hoyt

WITH another month still to go in the bowling season, the Flooring Machines team is leading the League, with the Roofing Machines team close behind. The Roofing team still holds the high team records established earlier in the season, and Francis Nevins and Amedio DiFlaminis still hold their records for the high individual strings.

Because the bowling season is lasting later than usual this year, the big banquet will not be held until about the middle of May. Definite plans have not been made yet, but will be announced soon.

League standing on March 23:

Team	Won	Lost	Average
Flooring Machines	65	19	.775
Roofing Machines	61	19	.762
No. 2 Box Shop	59	25	.702
Flooring Plant	49	35	.583
Roofing Maintenance	47	37	.560
No. 1 Box Shop	41	43	.488
Granule Plant	36	48	.429
Flooring Shipping	27	49	.355
Paper Machines	16	60	.211
Flooring Maintenance	11	73	.131

Ten highest bowlers, as of March 23:

Name	Team	Average
Amedio DiFlaminies	FX2	106.8
Julius Aukstolis	FBP	103.4
Paul Calderone	FF	101.8
Earle Higgins	FFP	100.4
Alex Alexandrini	FBP	98.7
Stuart Farris	FFP	98.7
Francis Nevins	FFV	98.5
Walter Sword	FFP	97.8
Guy Hoyt	FX2	97.4
Joseph Roslauskas	FBP	97.4

FOR SALE

Six room house, just reconditioned, heat, garage, good location. Apply 12 Fuller Avenue, East Walpole—F. J. L.

ACKNOWLEDGMENTS

Your kindness and sympathy will always be held in grateful remembrance.
Fred Nordblom.

Your comforting expression of sympathy will always be remembered with deep gratitude and sincere appreciation.
Mrs. Delia O'Donnell and family.

Your kindness and sympathy will always be held in grateful remembrance.
The Stanovich family.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.
Mrs. Anton Dornig and family.

SUGGESTION AWARDS

FEBRUARY

THE following suggestions were classified of Intangible Value and given an award of $5.00 each:

Improvement on Bottom Knife FXRM34—S. R. Anderson, EMM
Recorder on String Catcher DMPM7—H. L. Badger, DMH
Plank for Opening in Hopper Table on FXGM3—Benjamin Baranowski, FXG
Use New Type Bolt for Ductor Blades—Michael Baranowski, FBP1
Enclose Part of 2-Ton Crane at DP—Albert J. Dyson, DPV
Splash Guard on Paint Pan at FBPM5—John E. Folan, FBPB
Safety Grab Iron—Samuel Gorelco, DPV
Drip Pans Under Stuffing Boxes—G. W. Gray, Jr., FS
Cross Belt on Slitter—Loren Murphy, FBPM1
Paddle for Moving Rolls Off Cars at No. 2 Box Shop—Ernest W. Oakes, DMT
Hook on FXC Crane—James Sabatis, FXC
Guard for Sprinkler Heads in FFN—George Schoener, Jr., FFM
Ductor Blade on Roll—Mario Tomasetti, FBM
Guards Over Clip Conveyor Belts—Stephen C. Traudt, FBP1

Benjamin Baranowski, FXG and James Sabatis, FXC, were each awarded $10.00 for having had five suggestions accepted.

MARCH

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of $10.00 each:

Steam Pipes on Radiator in Basement to Dry Wet Slate—Joe Cozzi, FC
Heating and Drying Stone in Raw Storage Tanks—Richard E. Gorman, FBW

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Lever for Top Felt Bearing—William D. Andrew, DPP
Blocks for Power Hack Saw—Walter Downs, EMS
Lever for Lifting Roll at Waxer—A. J. Duncan, FFR
Shorten Clutch Handles in FFN—William F. Fitzgibbons, FFN
Removable Chute in Can Shed—Edmund H. Jones, FBC
Brake for Ladders in File Room—R. J. Kenneally, AF
Rack for Storing Nail Kegs—Jacob Kruzenga, FS
Weld Weather-tex Plates Together—Harold Maricelli, FS
Rack for Spare Kickers—Philip McCready, FXG
Rubber Guard on Combining Table—Frank Montisano, FBI
Additional Rolls for FXR Conveyor—William O'Brien, FXR
Step on FXRM-35—William O'Brien, FXR
Put Extension on Steam Traps at No. 2 Pull-Out—Leo Padduck, FFR
Screen on No. 1 Hopper—Frank Pemacchio, FBW
Iron Grate in Crane Cab—James Sabatis, FXC
Foot Switch and Pressure Release on High Speed Press—Everett W. Seavey, FXR
Lower Paint Pipes at FFN—Frank B. Shimsky, FFG
Oven to Heat Shingles in the Sample Room—John Van Brussel, FS
Box for Float Contact at Waste Water Pit—Frank Verderber, DMW
Guards for Handles of Wheelbarrows—Blanchard Watts, FS
Adjustable Hopper Guide on the Automatic Paster—Winslow E. Whittier, FXB

William D. Andrew, DPP, A. P. Duncan, FFR and William O'Brien, FXR, each received an award of $10.00 for having had five suggestions accepted.

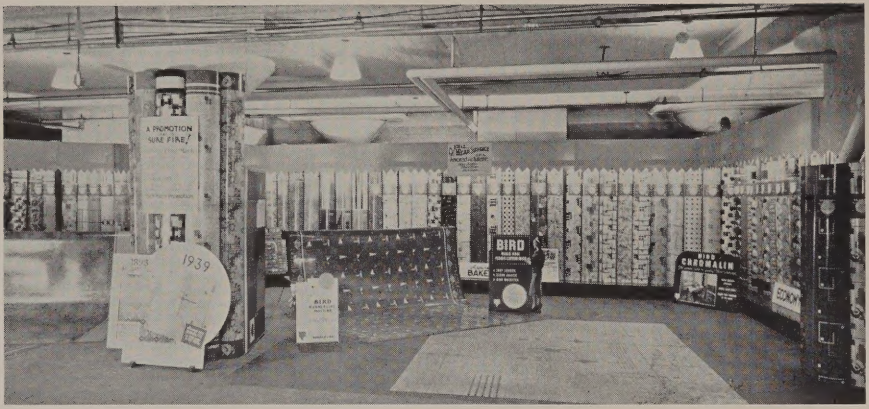
We sincerely appreciate the kindness and sympathy you have extended to us in our time of sorrow.
Mr. Joseph F. Griffin,
Mr. and Mrs. J. D. Carberry.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.
Mr. Eric Johnson and family.

We thank you for your thoughtful kindness at a time when it was greatly appreciated.
Anna E. Ecklund and family.

Your expressions of sympathy and the beautiful floral tribute will be gratefully remembered.
Kaino Pane.

Janet Bohnenberger, daughter of Albert Bohnenberger of Chicago, is the speed queen of her neighborhood in this snappy model.



Attractive Bird display at the recent annual dealer meeting of Marshall-Wells Co., Duluth, Minnesota. Between 400 and 500 dealers attended this big meeting at which this display was featured.

LOST TIME ACCIDENTS

FEBRUARY and March have been good "sample" months for our accident record. There has been only one accident in each month, and if we can make the other months of the year as good as these "samples," we will have a new record to hang up.

Since the last issue of the *Review* went to press, there has been another lost timer in January to report. On January 31 James Capone of No. 1 Box Shop strained his back while lifting a finishing table. He lost six days from work.

The one accident in February happened at Phillipsdale to Joseph Farrell of the Maintenance Department. He tripped over a piece of waste which fell from a bundle of waste rags he was carrying, fell to the floor and fractured his right knee. The accident occurred on February 14 and he has not returned to work yet.

John Lobisser, East Walpole truck driver, celebrated (?) St. Patrick's Day, March 17, by straining his back while lifting a roll of paper which he had brought from No. 3 Paper Machine to the Finishing Mill. He has not returned to work yet.

TABLE TENNIS

By Frank Clem

THE Norfolk Table Tennis League finished its schedule with two teams tied for first place. The Norwood team held the lead most of the season, followed very closely by the Chromalin team. Chromalin gained a one-point lead which it held for only one week and started its last match three points behind Norwood. Chromalin scored nine in its last match while Norwood got six and tied for the lead.

A play-off was arranged and played in Newton, with Norwood winning 6-4 in a hard fought and well played match.

The members of the Chromalin team are Victor Babel, Frank Clem, Carl Rafuse and Kaino Pane.

The Norwood team included Tony Lucas of the Roofing Plant. Other Bird Club members who alternated on the Norwood team were Edmund Geigle, Frank Vietze and Peter Didicks.

The final League standing is as follows. The Chromalin and Neponset teams are Bird & Son teams.

Team	Won	Lost	Average
Norwood	60	20	.750
CHROMALIN	60	20	.750
Needham	47	33	.588
South Shore	44	36	.550
West Roxbury	36	44	.450
Newton	32	48	.400
Dorchester	32	48	.400
NEPONSET	31	49	.388
Watertown	18	62	.225

The Girls' Interdepartmental League schedule has also been completed with results as follows:

Team	Captain	Won	Lost	Ave.
Butches	Lilyan Paquette	34	16	.680
Gambolers	Pauline Babel	29	21	.580
Anacins	Eleanor Carlson	25	25	.500
Floogies	Julia Lewis	23	27	.460
Elves	Solveig Storm	21	29	.420
Dopes	Margaret Delaney	18	32	.360

In the Men's Interdepartmental League, there are still two matches to be played before the play-off positions are definitely settled. The standing at present is as follows:

Team	Matches	Won	Lost	Average
Sales	7	42	28	.600
Chromalin	8	47	33	.588
Art Room	8	47	33	.588
FF Office	7	41	29	.586
Print Machines	8	44	36	.550
Roofing	7	38	32	.543
Box Shop	8	37	43	.463
Accounting	7	24	46	.343
Half Tones	8	20	60	.250

Play in the Men's Singles Tournament is now taking place with the first round already completed. There have been no upsets so far and the new champion will be named very shortly.

The Women's Singles Tournament is also under way and it is expected that last year's winner, Pauline Babel, will repeat again this year.

A Mixed Doubles Tournament has been drawn and play will start very soon while entries are still being taken in the Men's Doubles.

Around the Tables

Larry Hewins, favorite in the Men's Singles, is leading the field with two rounds already played.

The Chromalin team is favored to win the Interdepartmental League play-offs due to the improved play of Carl Rafuse and Peter Didicks.

Someone noticed Roy Young rooting for the Chromalin team in the recent play-off with Norwood. Roy must have been thinking of last year's case.

Jim Garner has apparently retired from the game again leaving the Art Department team shorthanded.

Now that League play is practically finished, the Tournaments will be the big attraction.

The Men's Singles should bring out some great competition this year.

Feminine Angles

The Half Tones held up the League very well. If it wasn't for them on the bottom shelf the Girls' Accounting Team would have fallen through.

There is a lot of talk about the Mixed Doubles, but the Committee arranged it with the best of intentions. Everyone's name was drawn out of the "gravy bowl".

We expect a good crowd the night the Girls' Singles will be played off. The price of admission will be two safety pins and a button. We hope that everyone will turn out.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

Master-Bilt 3 in 1 Thick Butt   Master-Bilt Weather-Tex Thick Butt
Custom Built   NEPONSET Twins Thick Butt
NEPONSET Double Twins   American Double Twins   Loc-Set   Hex-Twins   Individuals
Lock-Butt   Giant Individuals
Tri-tab Hex   Copper-clipt
Art Wall Siding   Weather-Tex Siding   Art-Bric Siding
BIRD Insulated Bric-Siding   BIRD Insulated Weather-Tex Siding

BIRD Roll Roofing

Paroid   Art-Hex   Mineral Surfaced   American Ready   Old Reliable
Universal   Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black   Saturated and Coated   Super Sheathing   Economy
Refrigerator Insulating   Reenforced Kraft Paper   Duplex Kraft

BIRD Wallboard

NEPONSET Wallboard   American Wallboard   Art Craft Wallboard
NEPONSET Tileboard   American Wallboard, Green One Side   Poster Board

BIRD Specialties

BIRD Built-up Roof Materials   BIRD Deadening Felt   Tarred Felt   Asphalt Felt
Plastic Cement   Roof Coating

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE
BIRD NEPONSET Rug Border
BIRD Economy Rugs   BIRD Economy Floor Coverings   BIRD Economy Hall Runner
BIRD NEPONSET Hall Runner, Armored with BAKELITE
BIRD Lining Felt   Economy Lining Felt   BIRD Saturated Felt   Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering
Patterned   Plain   Jaspé   Chromasets
BIRD PERMATRED Floor Covering and Tiles

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases
BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons   NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes   Plant Bands

Special Papers Division

Index Pressboard   Socket Lining Paper   Rocket Paper
Cartridge Paper and Wad   Fusee Paper
Chip and News Boards   Mill Wraps and Heads
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper   Toe Cap Felt
Innersole Board   Cloth Board
Wet Web Saturated Papers

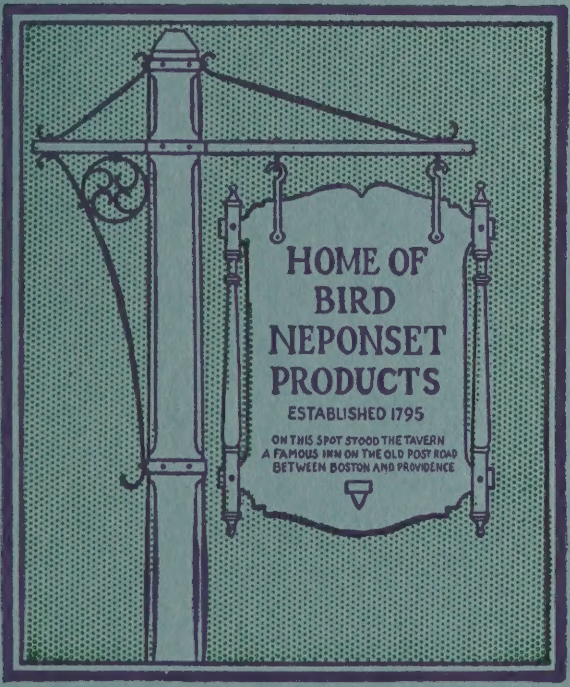
BIRD & SON, inc.   Established 1795   EAST WALPOLE, MASS.

BIRD
NEPONSET
PRODUCTS
TRADE
REG. U.S.
MARK
PAT. OFF.
WATER
PROOF

{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.


HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE TAVERN
A FAMOUS INN ON THE OLD POST ROAD
BETWEEN BOSTON AND PROVIDENCE

VOL. XXVII NO. 3 JUNE 1939

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plants
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.
			Shreveport, La.

Officers

Chairman of the Board, Charles S. Bird

President, Benjamin H. Roberts
Vice-President, Richard C. Floyd
Vice-President, Charles W. Conrad
Secretary and Treasurer, Axel H. Anderson

Advisory and Consulting
Philip R. Allen
Elmer H. Bartlett
Philip H. Bailey

Directors

Philip R. Allen
Axel H. Anderson
Philip H. Bailey
Elmer H. Bartlett
Charles S. Bird, Jr.
Charles W. Conrad
Richard C. Floyd
George C. Lee
Edwin M. Lines
Harrison F. Lyman
John R. Macomber
Benjamin H. Roberts
Benjamin D. Rogers
Allen H. Russell
H. Eugene Sawyer, Jr.

Executive

Treasurer and Comptroller, A. H. Anderson
  Assistant Secretary and Treasurer, W. C. Ahlgren
  Assistant Treasurer and Credits, D. E. Merrill
  Assistant Treasurer, H. E. Davenport
  Auditor, H. S. Whitney
Purchasing and Traffic Agent, A. H. Russell
  Assistant Purchasing and Traffic, M. J. Hawkins
Director of Personnel, B. D. Rogers
Director of Research, E. M. Lines

Sales

Director of Sales, R. C. Floyd

Sales Manager Paper Products Division, A. M. Claffee
  Sales Manager Box Division, C. H. Andrews
  Sales Manager Carton Division, A. M. Claffee
  Sales Manager Paper Division, A. M. Claffee
Sales Manager Roofing Division, E. L. Chamberlain
  Manager Central Division, S. C. Traudt, Jr.
  Manager Eastern Division, W. E. Hale
  Manager Northern Division, Rogers Weed, Jr.
  Manager Southern Division, A. D. Kilham
  Manager Southwestern Division, R. D. Peterson
  Manager Western Division, W. W. Wilson
Sales Manager Flooring Division, H. E. Sawyer, Jr.
Sales Promotion Manager, L. S. Wright

Manufacturing

Director of Manufacturing, C. W. Conrad

Assistant to Director of Manufacturing, P. N. Hills

General Superintendent Paper, Box and Carton Divisions
R. A. Wilkins
  Superintendent Paper Division, J. J. Burke
  Superintendent Box Division, A. D. Colburn
  Superintendent Carton Division, R. L. Tupper
  Plant Engineer, J. A. Sheehan
  Chief Chemist, E. L. Connolly
  Chief Research Chemist, H. T. Barker

Superintendent Felt Division, T. G. Henderson
  Assistant Superintendent, R. H. Salisbury
  Chief Chemist, A. H. Chamberlain

Superintendent Flooring Division, R. M. Wight
  Assistant Superintendent, B. H. Bailey
  Chief Chemist, J. J. Bradley, Jr.
  Chief Research Chemist, J. E. Graham

Superintendent Eastern Roofing Division, M. R. Beasley
  Assistant Superintendent, G. E. Smith
  Chief Chemist, F. P. Reynolds

Western Manufacturing Manager, J. G. Young
  Superintendent Chicago Plant, Erich Gach
    Assistant Superintendent, J. F. Matcha
    Chief Chemist, J. F. Comiskey
  Chief Chemist Shreveport Plant, R. N. Potter

Branch Offices

New York, Chicago

Warehouses

Baltimore, Brockton, Buffalo, Cincinnati, Chicago, Detroit, East Walpole, Kansas City, Minneapolis, Norwood, Philadelphia, Savannah, South Kearny, St. Louis

GOOD FRIENDS MAKE GOOD WORKERS

EVERYBODY BENEFITS WHEN WE WORK TOGETHER TO HELP EACH OTHER

VACATIONS with pay, hospital service, the Benefit Association, the Credit Union—certainly! These, and half a dozen other policies and services like them, have for many years been as much a part of Bird & Son as the Neponset maid in our familiar trade mark. Added together they are the things that make Bird & Son, inc. an institution of which we are proud to be a part. We could produce shoe cartons or floor coverings without our Credit Union, our Benefit Association, our Suggestion Plan, or our Safety Committees, but then we would be just a cold-blooded organization with little place for friendship, cooperation and all the other things that help to make our working and living relationships more pleasant. The Management believes that these things are important, and that we, as individuals, should work and live in a neighbourly, friendly atmosphere which will bring us greater enjoyment in our work and in our social life in the community.

Those of us who have joined the company in recent years take these services for granted, but our older workers can easily remember the days when there were no Safety Committees, Benefit Association, Bird Club, Credit Union or other similar employee activities.

During the past thirty years and more, Bird & Son, inc. has been a pioneer in the field of so-called "Industrial Relations", organizing and helping maintain services which some of our competitors do not have even today. No one questions that both the company and the workers are better off for all this. Like electricity, automobiles and radios, these activities seem necessities today, necessities and so much a part of our every day life and work that we almost forget how poor we would feel without them.

In the following pages we have analyzed each of our activities briefly, pointing out how each one helps the company, the workers as a group, and each one of us individually. In carrying on these services, and in making vacation, bonus and pensions payments, Bird & Son, inc. has spent slightly more than four and one half million dollars ($4,536,149.84) since 1916. We wish we could show in dollars and cents the actual benefits received. It would be an interesting and amazing figure, but such benefits are not measurable by any system of accounting. We only know that such policies have for many years given Bird & Son, inc. the name of a fine place in which to work, and combined with equally sound policies of production and selling, have built an institution with an enviable reputation in the Industry.

EMPLOYEES' MUTUAL BENEFIT ASSOCIATION

Established in 1901.

Present membership—2351 (91% of the entire organization)

Number of members receiving benefit in 1938—217

Number of days benefit paid during 1938—8284

Number of members receiving benefit during last ten years—2197

Amount paid out in benefit during past ten years—$126,636.60

(This figure is for sick benefits only and does not include any amounts paid as death benefits through insurance.)

Present Officers:
Kenneth G. Rouillard, President
Alfred M. Kendall, Vice-President
Albert W. Smith, Secretary
Ernest W. Oakes, Treasurer

This is one of our finest and oldest organizations. To every individual it gives the assurance that when sickness strikes, he may have immediately, at no further cost to him, adequate doctor's care, and in addition his family will receive a weekly check to help meet the running expenses of the household until he is once more back on the job. The Association is well named the *Mutual* Benefit Association—an organization in which almost 100% of us are voluntarily joined together to give each other mutual assistance in time of sickness and where no one works under the fear of what may happen if he is taken sick.

Regular sick Benefit checks are mighty welcome to Benefit Association members who are temporarily out of work because of illness. Here Michael Cronin, who was laid up with a sprained ankle, is shown receiving his weekly Benefit check from Edward Geraghty, Chairman of the Investigating Committee.

FIRE BRIGADES

Organized in 1907. These organizations at each of our plants at East Walpole, Norwood, Phillipsdale, Chicago and Shreveport do a remarkable job in *preventing* fires and in preparing for effective fire fighting if and when necessary. They do such a good job that we often forget that we have a great potential fire hazard in all our plants. Serious fires just don't get a chance to get started.

Prevention of fires means not only protection of plant property but more important the protection of our jobs. A bad fire might put hundreds out of work for many weeks. Adequate fire protection is more than just a company matter.

Testing of fire hose is an important routine job of all Fire Companies. Here are some of the members of the Roofing Plant Fire Brigade at their regular meeting in May. Left to right — Pierino Palazzi, Arthur Balduf, John Walsh, Edmund Wenstrom, Coleman Foley, Edward Sears, Charles Norton, Albert Whitmore, William Bishop, Ruel Fulton and Ernest Wood.

Without it, each one of us would be in real danger of suffering personally through the loss of our job by a bad fire.

All fire brigades hold monthly meetings and regular drills. The total number of members in all Brigades is 243.

For these meetings, fire brigade rooms are provided. The first one was opened at East Walpole in 1908. All plants now have these rooms which serve as smoking rooms and social centers. Men meet here informally for a smoke while "on relief." Others play cribbage or bridge while waiting to go on duty. After working hours the rooms are used for meetings, playing cards or ping pong, or just relaxing and enjoying a quiet smoke.

Present Fire Chiefs

East Walpole—Ralph A. Wilkins
Norwood Roofing Plant—Milton R. Beasley
Norwood Flooring Plant—Ralph M. Wight
Phillipsdale—R. H. Salisbury
Chicago Roofing Plant—Eric Gach
Shreveport Roofing Plant—David R. Province

NEPONSET CREDIT UNION

Organized in 1915.
Present membership—2225
Depositors—1741
Borrowers—752

Total assets—$256,316.17 (These assets have more than doubled in the past ten years. In 1929 they were $104,310.94.)

Total shares—$134,067.29
Total savings—$89,698.57

$150,195.88 was loaned to 1573 borrowers in 1938. Since 1929, 10,480 separate loans have been made. Other services maintained by the Credit Union include:

Agency for Massachusetts Savings Bank Life Insurance

Agency for Massachusetts Associated Hospital Service (Blue Cross)

Agency for purchasing shares in many cooperative banks

Agency for purchasing coal and fuel oil

Directors and Officers

John J. Burke, President
Wm. S. Jackson, Vice-President
Howard S. Whitney, Clerk
Albert W. Smith, Treasurer
Leo R. Bernier — Bernard H. Bailey
Walter E. Hartig — John J. White
Wesley A. Beaulieu — Warren S. Kumblad
Benjamin D. Rogers — Russell L. Tupper
George E. Smith

Like the Benefit Association, The Neponset Credit Union gives us a feeling of security in time of need. Through systematic saving, we can build up a bank account for use in emergencies, and if our savings are not adequate, loans can be made at low rates of interest. Most Credit Union members wisely borrow from the Credit Union at 5% interest per year rather than from Finance Companies, whose rates sometimes reach 36% a year.

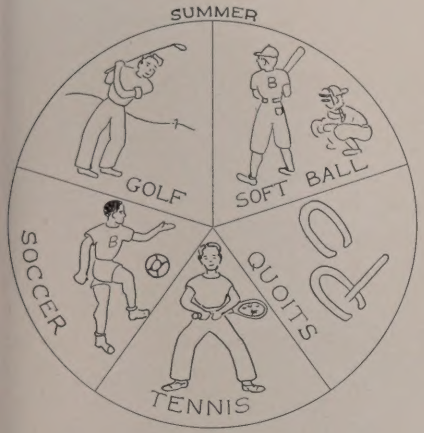
The Company benefits because workers without financial worries are more efficient workers, and because the Credit Union has taught us all how to manage our financial affairs better, so that there are fewer pay attachments, which are expensive and annoying to all concerned.

THE BIRD CLUB, INC.

Organized in 1920, reorganized in 1935. 917 workers belong to this

Neponset Credit Union Office. A. W. Smith, Treasurer, is at the desk in the inside office. Ethel Murray and Anne Rezuck are at the counter waiting on James Hanley, Festus Connolly and Herman Nordstrom.

Club. It was first organized in 1920 as a Social and Educational Club for men only.



In 1935 women were admitted to membership and the Club took over the control of all athletic activities, which since 1912 had been carried on by the Bird & Son Athletic Association. As early as 1914 the women had a social organization known as the Neponsette Club with a club room in the Box Shop building. Except for occasional bridge tournaments, this club had not been active in recent years.

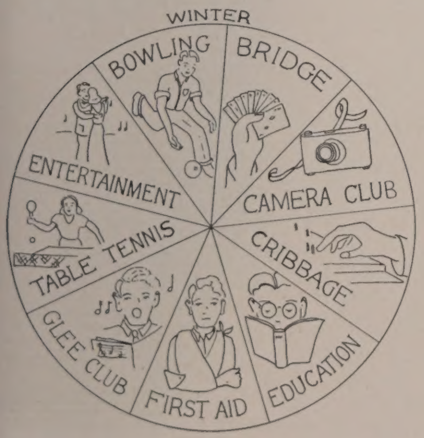
The reorganized Bird Club has prospered and added many activities, so that at present there are 14 different activities being conducted.

Officers

Wesley A. Beaulieu—President
John J. Bradley, Jr.—Vice-President
Albert W. Smith—Secretary
Howard S. Whitney—Treasurer

Directors

Anne E. Kelliher
Benjamin D. Rogers
Charles F. Mutch
Guy R. Hoyt
J. R. Hanley
Hermon T. Barker
Charles E. Rafuse
Ernest H. Coleman
Ernest W. Oakes



Trophies and shields won by our Phillipsdale Plant while making their remarkable safety record. The Safety Shield, on the left, is now at the No. 2 Box Shop, the Bird & Son plant with the best record at the present time. The trophy which Phillipsdale won in 1938 is not shown in this picture.

Committee Chairmen

Bowling—Guy R. Hoyt
Bridge—M. Edgar Tarr
Camera Club—Ralph L. Watson
Cribbage—Herman Nordstrom
Education—Ernest H. Coleman
Entertainment—Arthur V. Wilson
First Aid—Perley H. Mudgett
Glee Club—Leo R. Bernier
Golf—Carl J. Wurzel, Jr.
Quoits—Stuart Farris
Soccer—John H. White
Soft Ball—Robert F. McIntosh
Table Tennis—Frank S. Clem
Tennis—Stanley S. Phillips

Although Bird & Son stands back of the Bird Club, and contributes to its financial support, all of the activities are carried on by the club members. Members of the Bird Club believe that—"All work and no play makes Jack a dull boy," and the athletic and social programs of this Club have undoubtedly fostered many fine relationships among the groups at our East Walpole and Norwood plants. These are almost the only opportunities we have for meeting socially and informally with workers in other Divisions than our own. Club members have demonstrated many times that meeting together socially makes working together more pleasant. In this respect the Club has done a great service to the company and to us as individuals.

SAFETY COMMITTEES

Safety Work at Bird & Son first started in 1911.

Each foreman now organizes his own committee and takes responsibility for the accident record of his department. The management is 100% back of all safety work and insists that all workers give full cooperation.

Our safety work has, without doubt, saved many lives, prevented a great amount of suffering and expense to workers and their families, and saved thousands of dollars for the company. It has justified many times over the time and money spent to make the work effective.

In 1927 we had 120 lost time accidents during the year. In 1937 we had 14. In 1938 we had 17.

Recent Fine Records

Phillipsdale Plant—On December 19, 1938 completed the best record ever made at a Bird & Son Plant, and one of the outstanding records of the country—1753 calendar days and 1,420,095 man hours without a lost time accident.

While making this record, the Phillipsdale Plant won National Safety honors four years in succession, and was awarded the coveted major award of the Paper Industry Magazine in 1937.

Chicago Plant—This Plant won National Safety honors in 1938, having the best record for the year of any plant in the National Paper and Board Re-Manufacturing Division of the National Safety Contest.

This plant just completed on May 20 a run of 771 days without an accident.

No. 2 Box Shop—This Plant now holds our Safety Shield as it has th best record of any division in Bird & Son at the present time. These workers have not had a lost time accident since May 25, 1937, more than two years.

SUGGESTION PLAN

Started in 1913.

2383 suggestions have been accepted during the last 10 years.

Every suggestion has paid its originator at least $5.00. Many of the better ones have brought large sums to individual suggestors.

The company has received many valuable ideas which have helped in many ways to bring better and more profitable business for us all. We have seen time and again how important it is to bring new ideas into the organization. New products, new ways of producing old products, new and better ways of operating machinery; methods of eliminating waste—ideas like these must be constantly flowing into the organization to keep us up to the minute in every line of production. Without such ideas, we quickly become out of date, the demand for our products falls off, and we soon reach the point where our jobs themselves are in danger because we have not kept pace with our competitors.

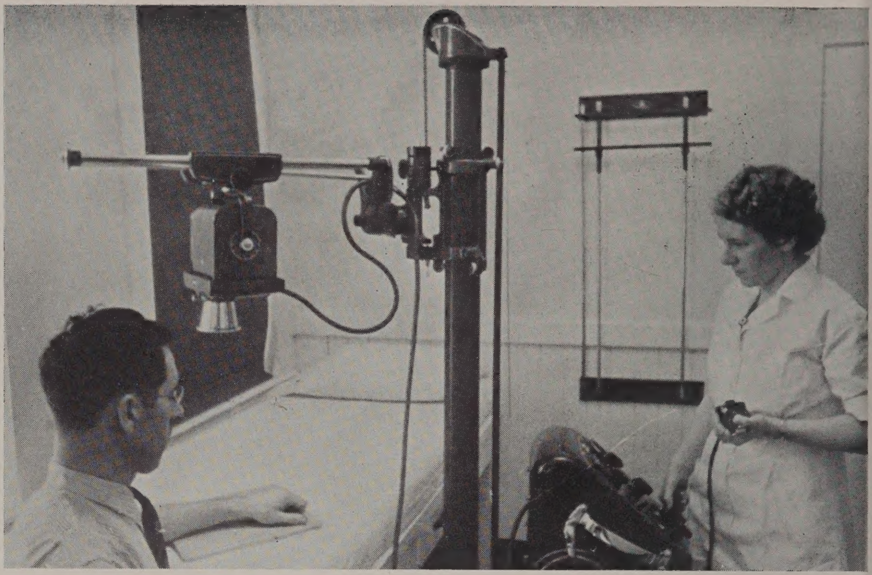
Each year a prize of $100.00 is awarded for the best suggestion of the year. Winners of these awards for the past five years have been—

1938—Two Suggestors tied for the award:
Perry Crane—Roofing Plant
Louis Maida—Finishing Mill
1937—Charles Chorlton, Jr.—Roofing Plant
1936—Charles Chorlton, Jr.—Roofing Plant
1935—Harvey Hayward—Flooring Plant
1934—John Howard—Roofing Plant

HOSPITAL AND MEDICAL SERVICE

Emergency Rooms were first established in our Plants in 1910. The Bird & Son hospital was opened at East Walpole in 1919.

Perry Crane, one of the winners of last year's grand suggestion prizes, entering another suggestion at a box at the Roofing Plant.



New X-Ray equipment at our East Walpole Plant hospital. Walter Hartig is the "patient," and our nurse, Betheo Chandler, is operating the X-Ray machine.

At Norwood and East Walpole Plants two Registered Nurses are in attendance at all times. The Plant doctor makes regular visits to the plant each week. Doctors are quickly available at all outside Plants in cases of emergency.

Workers are required to report all injuries and receive proper treatment for them. Workers are also encouraged to report to the plant hospitals if taken ill while at work, to receive advice and treatment.

The work of the Plant Hospital ties in closely with that of the Benefit Association, and is much broader than simply treating injuries received while at work. Just as the Fire Brigade attempts to prevent fires, and the Safety Committee to prevent accidents, our hospital attempts to prevent illness, to keep infectious diseases from spreading, and to prevent injuries by working in close cooperation with the Safety Committees.

The better our health, the better our work. The work of the hospital helps us as individuals, safeguards the health of us all as a group of workers, and provides the Company with a more efficient organization.

BIRD & SON LIBRARY

Maintained by Bird & Son since 1910.

For 24 years it served as the East Walpole Branch of Walpole Public Library until the Public Library opened its own branch in 1934.

The library now serves the entire organization in the distribution of the latest business publications and in the purchase of the latest technical books. It has contact with all local libraries and through them can obtain any information desired.

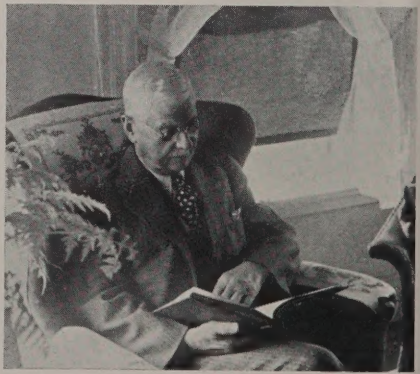
Thus, through the Library the members of our organization are kept informed of the latest developments in their particular fields.

Most of the publications in the Library are of particular interest to the Supervisory and Executive workers, but the books and magazines are also available to all Bird & Son workers, and are used by many.

PENSIONS

For many years, the company has retired older workers with long service records, providing them with regular monthly incomes, thus enabl-

Reading is one of the favorite pastimes of James Hadden, retired Bird & Son worker, now living on Hoyle Street in Norwood.



ing them to enjoy their later years in comfort.

At the present time, under this informal pension plan, we have 18 retired workers; all of these are individuals who have given many years of valuable service to the Company, and in grateful appreciation of this service, the Company has retired them on pensions which enable them to live comfortably and happily.

Sailing, traveling and golfing are typical vacation pleasures enjoyed by Bird & Son workers. No. 1 — Emil DiPlacido, No. 1 Box Shop, and Francis McSwain, Roofing Plant, fishing from the deck of the "Pontiac", sail boat owned and operated by a group of Bird & Son workers. No. 2 — Mr. and Mrs. Enricho Macchi and John Macchi enjoying a vacation in California, where they visited Mr. Enrico Macchi's brother, John. Enrico works at our Roofing Plant and his son John at our Flooring Plant. No. 3 — Three Flooring Plant workers enjoying a day of golf — Roger White, Thomas Rogers, and Clarence Phillips.

SERVICE VACATIONS

Bird & Son was one of the first Industrial concerns to grant vacations with pay to hourly paid workers. Our plan, first established in 1924, granted one week with pay to all with ten or more years' service.

In 1937 the plan was extended—giving two weeks' vacation to all with five or more years' service, and one week to all with two to five years' service.

Last year 1456 hourly paid workers were granted vacations. Service Vacations are granted as a reward for faithful and dependable service in the Company. The expense has been considerable, but the management hopes to be able to continue the plan indefinitely as it is a policy in which they believe thoroughly.

ADDITIONAL SERVICE COMPENSATION AND PROFIT SHARING COMPENSATION

Additional Service Compensation payments have been made to Bird & Son workers since 1926, as a reward for long service and dependable workmanship. These payments have varied, but have generally been 2% of the normal earnings of those with two to five years' service, and 4% of those with five or more years' service.

Because of the depression, payments were made only to hourly workers in 1930, and no payments were made at all in the years 1931 and 1932.

Since 1934 the payments have been distributed semi-annually.

Our Library in the Tower Room of the No. 2 Box Shop Building. Miss Annette Blaney, Librarian, is at the desk.

In December 1934 a Profit-Sharing Compensation was paid for the first time, in addition to the Additional Service Compensation. This was distributed to every worker in the organization. Profit-Sharing Compensation was also paid in 1935 and 1936.

NEPONSET REVIEW

Published continuously since 1913. Now distributed every two months. Carries items of interest about all the Divisions and Plants. Prints news of all employee activities and carries pictures and news items of employees and their families.

Bird's *Neponset Review* is written for Bird & Son workers, about Bird & Son workers, and entirely by the Bird & Son workers. It is our magazine and is designed especially to keep us all in touch with each other, whether we work at East Walpole, Norwood, Chicago, Phillipsdale or Shreveport.

PERSONNEL DEPARTMENT

First established in 1913. Then known as the Labor Bureau. Now directs all the services mentioned in the preceding pages. Interviews and recommends applicants for employment. Keeps detailed records on all employees, including a list of those available for transfer to jobs for which they are trained, or better suited.

Interior of the Office of the Personnel Department. Roger Sumner, Accounting Department, is the "applicant" at the desk in the foreground, and the others are — Mary L. Conton, Edgar M. Grout and B. D. Rogers, Director of Personnel.

Interprets laws affecting employer-employee relationships and recommends to the management policies which will be fair to all and will result in best of working conditions.

Represents management in discussing with employees all matters of mutual interest.

Stands ready to give advice and assistance on legal and personal problems to any workers who desire it.

Realizing that many times those working with us were in positions unsuited to their abilities and that by finding positions which were more in line with what they could do, that their life work would be far happier, we determined, through the organization of this Department, to do everything possible to help those with us to find the best job we could provide for them and, in addition, provide means for making working conditions as satisfactory and as happy as possible.

About the same time that the Personnel Department was established, a good many activities were also started. All these were put under an organized Department and, today, our Personnel Department serves all of us as an organization ready to help anyone with us in any way they can in the game of life.

FOR SALE

A set of Encyclopaedia Britannica. All books in excellent condition. Price reasonable. Apply to Lewis Hartford, FXG.

By Leo Bernier

THE Spring Concert and Dance of the Bird Glee Club was held Monday, May 3rd at the Norwood Junior High School. The excellent program sung by the Glee Club was enjoyed by an appreciative audience of three hundred and eighty people. The men in the Glee Club, numbering forty-six, had been preparing this Concert program for many weeks, and they were justly rewarded by the results.

Mr. Henry Jackson Warren conducted the Concert and Mr. Achilles was at the piano. Miss Janet Webb assisted as guest soloist.

Al Bowen, popular swing maestro, led his cohorts for dancing until midnight. The event was unquestionably a complete success. The Committee was composed of the following: Walter Hartig, Chairman, Edgar Grout, Leo Bernier, Kaino Pane, Charles Mutch, Frank Vietze, Donald Frazier, Albert Eckert, and Wesley Beaulieu.

The fair usherettes added to the event, lending just the required "oomph"!! Dorothy Allen, Gladys Boulter, Lillian Paquette, Betty Doane, Amelia Galgauskas, and Eugenie Eckert.

The Glee Club appreciates the cooperation of all who assisted in making this season so successful. Particular thanks are extended to the following: Melvin Chevers, Stuart Halladay, Angelo Macchi, Joseph Di Marzio, Stanley Cody, Charles Johnson, John Folan, Roland Michaud, John Burke, John Goonan, Julia Lewis, Lillian Paquette, John Walsh, Caroline Delaney, John Cook, Ronald Sager, John DeCosta, Bruce Farrar, Ambrose Fitzpatrick, Evelyn Wadleigh and George Towle.

CAMERA
CLUB

By Ralph Watson

THE April meeting of the Camera Club was postponed a week. Mr. Tully, of the Defender Photo Supply Company, showed the company's line of photographic papers, and Mr. La Porte and Mr. Tully gave a very interesting demonstration of portrait lighting.

On May 15th the Club members were guests of the Unity Club of East Walpole at the Union Congregational Church. The entertainment was the Eastman Kodak Company's film, "Highlights and Shadows", which the Camera Club was instrumental in securing for the Unity Club. Those attending voted the film an extremely interesting and instructive one.

Postponed again, our regular May meeting was held on the 23rd, and the feature was a talk on filters, followed by a question and answer period, ably conducted by Mr. W. R. Noyes of the Eastman Company. Mr. Noyes also commented on the prints entered by members in the regular monthly competition. Top scoring print this month was made by Fred Eisenhauer, who certainly has been doing some fine work.

BLUE CROSS

Applications are still being received from those who wish to join the Blue Cross.

Before another group can join, we must have at least seventy five applications. A number have already been sent in and are being held at the Neponset Credit Union.

Workers who are planning to join are advised to send their applications in as soon as possible to the Credit Union office. Additional forms are available for any who wish them.

Don't delay. Act now.

A MESSAGE FROM THE PRESIDENT

THE records of our operations for the first four months of the year have been compiled and you will want to know how we have fared. Sales were slightly less than for the same period last year. Our loss on operations was cut to one-half of the loss for the first four months of 1938, largely as the result of reduction in expenses made necessary last year.

The volume of General Business (which usually is a measure of the activity of our own business) has fallen steadily since the beginning of this year, after showing a period of marked expansion last fall and early winter. This has resulted in a much lower volume of business in lines which usually show a marked upturn in the spring. As a result, running time in our mills in these divisions has been less than might have been predicted at the turn of the year. This has not been true in divisions where stocks of finished goods were below normal and running schedules had to be increased to provide for building up stocks.

An improvement in prices has been noted in one division but this has been more than offset by even more destructive price levels in other divisions, caused mainly by overproduction in those industries and the struggle to maintain a fair share of the lower volume of business which was moving.

A marked increase in buying has been noted within the last month in those divisions where sales were lagging, leading to the hope that better volume will result this summer and fall. Our Research and Design Departments have been very active producing new products and improving our regular lines and these new and improved products have been well received by our customers.

As I have previously pointed out, the money to pay for raw materials, labor and expense spent in manufacturing and selling the goods we manufacture must come from the money the customer pays us for goods purchased. There is a limit to the price the customer will pay for our goods. This price is determined by the value and desirability of our goods to him and by competition with similar goods made by others.

We believe the style and quality of goods made in our mills will enable us to get our fair share of the volume of business moving at any time, but the price we receive will necessarily depend to a great extent upon the general level of competitive prices, and when destructive competitive prices and practices exist in any of the lines of business which we operate the prices we receive for our merchandise will be lowered. This low price situation exists in all of the lines we manufacture today and all of our effort must be directed toward making our goods better, more attractive, and with less waste.

We all have the same aim and purpose in the organization, the success of this business, and I am giving you this frank statement of progress to date with the feeling that we can all do a better job when we know the situation which confronts us.

B. H. ROBERTS,
President

FIRST AID

By Perley H. Mudgett

Frank Eisenhauer's class has finished and put a lot of good First Aiders in circulation. Those taking the course were—

Office—Dorothy Allen, Bernice Bechunas, Earl Bradley, Katherine Broderick, Bertha Broadley, James Croak.

Flooring Plant—James Bunker, Charles Geraghty, Joseph Heylin, Dermond O'Dea, Halvar Tolander, Joseph Tulis.

Roofing Plant—Frank Blazis.

E. Walpole *Maintenance*—William Gokey, Charles Locke.

and two outside of the organization—Molly Broderick and Bernice McKee.

The members of the First Aid Club are getting in trim for First Aid competition. Albert Gilmore,Harold Smith, Roy Cooper, Charles Rafuse, Perley Mudgett, Nelson Bartlett and Frank Eisenhauer are practicing two nights a week. Frank Eisenhauer has been elected Captain and Trainer of the team. The team has been entered in the competition on June 15 at the Massachusetts Institute of Technology. This competition is sponsored by the Massachusetts section of the National Safety Council and it is expected that some very good teams will be in this. The team which we will enter will consist of five men, including the Captain and a "victim." The other two men on the list will be used as substitutes.

BOWLING NOTES

BOWLING NOTES

By Guy R. Hoyt

THE Men's Bowling League finished the bowling season on May 4, one of the latest seasons we have had in recent years.

The banquet was held at the Steuben Restaurant in Boston on May 13. After a fine dinner, Mr. B. D. Rogers, Director of Personnel, distributed the prizes for the high averages and team standing. Mr. Guy Hoyt, Chairman of the League, was presented with a Waterman's fountain pen and pencil set from the bowlers.

A good time was had by all.

The Roofing Machine team was the winner for the season with the Flooring Machine as runner-up.

Roofing Bowling Team, Champions of the past season. Left to right — James Mack, Sam DiFlaminis, Julius Aukstolis, Joseph Roslauskas, and Alex Alexandrini.

BIRD'S
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Vol. XXVII June, 1939 No. 3
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For the Promotion of
Good Service Good Business
Good Will
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C. W. Conrad B. D. Rogers
Editor *Circulation Manager*
E. M. Grout A. S. Blaney
Printing Foreman, F. R. Meyer

MEASURE OF A MAN

Not—How did he die?
But—How did he live?
Not—What did he gain?
But—What did he give?
These are the units
To measure the worth
Of a man, as a man,
Regardless of birth.

Not—What was his station?
But—But had he a heart?
And—How did he play
His God-given part?
Was he ever ready
With a word of good cheer,
To bring back a smile,
To banish a tear?

Not—What was his church?
Nor—What was his creed?
But—Had he befriended
Those really in need?
Not—What did the sketch
In the newspapers say?
But—How many were sorry
When he passed away?

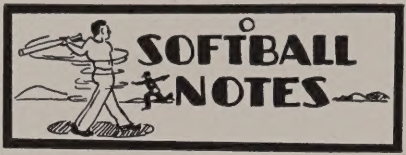
Author Unknown
Clipped from The Westinghouse Magazine

SAFETY WINNERS

TWO Bird & Son plants have been declared banner winners for the first quarter in the Paper and Paper Products section of the Massachusetts Industrial Accident Reduction Contest. Our Flooring Plant has the best record among the large units and our #2 Box Shop rates first in the smaller unit contest. Our Flooring Plant worked a total of 282,673 safe man hours during this period without any accidents. The #2 Box Shop worked a total of 61,561 man hours.

Second on the list of the large units was our Roofing Plant with a perfect record of 197,556 man hours with no accidents.

This is a splendid beginning for a good year for safety. We are well started toward a good record in the second quarter. Let's keep it up.



By R. F. McIntosh

THE Inter-Departmental softball season has gotten off to a good start with two men's leagues and a girl's league. There are fifteen teams in all with about two hundred Bird Club members participating.

The Men's A League boasts four teams: Roofing, Floor Covering, the Box Shop and Sales. Captains are: James Mack, Ernest Paciorkowski, Guy Hoyt and Bob McIntosh. These four teams are pretty evenly matched so that competition in the A League should be plenty interesting.

So far six games have been played in the A League. Scores have been: Sales 8, Box Shop 7; Floor Covering 11, Roofing 9; Box Shop 6, Floor Covering 5; Sales 9, Roofing 2; Roofing 5, Box Shop 1.

High spots have been the Box Shop's seventh inning win over Floor Covering, Hiller's one hit game against the Box Shop, home runs by Tommy Wood (Box Shop), Roy Walton (Roofing), and Pika Walker (Floor Covering) and some spectacular fielding by Wiley MacIvor (Sales), Moe Bader (Floor Covering), Bullet White and Bud Shusta (Box Shop) and Peter Didicks and Coley Coyne (Roofing). Standings are:

Team	Won	Lost	Percent
Sales	2	0	1.000
Floor Covering	1	1	.500
Roofing	1	2	.333
Box Shop	1	2	.333

The Men's B League, which has just started has seven teams. The teams and Captains are: FFR, Rudy Frazer; FFN, Benny Capone; FX2 Office, Ambrose Fitzpatrick and Eddie Tarr; FX1, Eddie Morrisey; FFG, Ed. Johnson; FB, Frank Conroy; FF General, Frank Clem. All games in this league are being played on Mondays, Wednesdays, and Fridays, the A league being active at Bird Field on Tuesdays and Thursdays.

The company softball team has been organized with the following roster.

Roy Walton, Joseph Heylin, Coleman Coyne, Stephen Cavanaugh, Peter Didicks, John Cooke, Carl Altonen, Robert McIntosh, Bartley Coyne, Edmund Geigle, Moses Bader, Ernest Paciorkowski, Carl Brennan, Charles Geraghty, Thomas Wood, Charles Rafuse, William Sparkes.

In addition to playing in the Norfolk County League, this team will have exhibition games with the L. G. Balfour Company (Last Year's State Champions), Dennison Manufacturing Company and other outstanding softball aggregations.

MICHAEL F. SHEEHAN

MICHAEL F. SHEEHAN, former Foreman at the Roofing Plant, died at the Norwood Hospital on May 9, following a short illness. Had he lived, he would have completed 40 years' service with our company on June 20 of this year.

He came with Bird & Son in 1899 and started work in the Kettle House at the Roofing Plant. Although he worked for short periods in other Divisions of the company, most of his work was in this same Department at the Roofing Plant where he served as Foreman for about 30 years, until the time of his retirement in September 1937. For many years he was Fire Chief of our Norwood Plant, and in later years after Mr. Beasley and Mr. Wight became the Fire Chiefs of the two plants, he continued to serve as Superintendent of Apparatus in both Divisions.

Since his retirement he had been in reasonably good health until his last illness. He lived at 401 Nahatan Street, Norwood, and continued actively interested in his hobby of gardening. He was 68 years old at the time of his death.

He is survived by four children—Joseph Sheehan, our Plant Engineer, Francis Sheehan, Flooring Plant, and Leo Sheehan and Mrs. Lawrence McDavitt, both of Norwood. His brother, Mr. John Sheehan, works at our Roofing Plant and there are three other brothers and one sister still living.

Mr. Sheehan was one of our most faithful and reliable workers, loved and respected by all who knew him. We extend the sympathy of the entire organization to his family.

VETERANS' LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during June and July, and of those who complete twenty or more years' service during these months:

JUNE

			Years
John J. White	6– 1–1891	Box Shop	48
Vitus Gleichauf	6– 7–1895	Retired	44
Andrew Walker	6– 7–1897	Paper Mill	42
Charles Knaus	6– 1–1902	Paper Mill	37
Mary Scanlon	6– 1–1906	Box Shop	33
James Kelly	6– 7–1906	Maintenance	33
John Folan	6– 6–1908	Box Shop	31
Michael Kodis	6– 1–1909	Paper Mill	30
Kostanty Geigol	6– 1–1909	Paper Mill	30
R. L. Tupper	6– 7–1909	Box Shop	30
Ludwig Polevitch	6–21–1911	Paper Mill	28
Bessie Hubbard	6–10–1912	Office	27
James J. Maroney	6–12–1912	Maintenance	27
Michael Shergals	6–14–1912	Flooring Plant	27
Francis Massey	6–15–1912	Paper Mill	27
Mike Waytekunis	6–20–1912	Paper Mill	27
Patrick McDonald	6–30–1913	Box Shop	26
George Wallace	6–17–1914	Maintenance	25
Thomas Coyne	6–18–1914	Paper Mill	25
Waclaw Baranowski	6–26–1914	Paper Mill	25
John Ready	6– 7–1917	Paper Mill	22
Patrick O'Malley	6– 8–1917	Power and Steam	22
C. D. Savage	6–14–1917	Roofing Plant	22
Bartholamew Murray	6–15–1917	Roofing Plant	22
Simeon Fownes	6–21–1917	Flooring Plant	22
Francis Sheehan	6–25–1917	Flooring Plant	22
J. J. Dowling	6–29–1917	Office	22
Benedict Muchyn	6– 3–1918	Flooring Plant	21
Vincent Grudinskas	6– 8–1918	Paper Mill	21
David E. Bowles	6– 3–1919	Maintenance	20
James B. Maguire	6–23–1919	Sales—Box	20
August Petrova	6–23–1919	Box Shop	20
Michael Pennette	6–30–1919	Flooring Plant	20
Samuel McLeod	6– 9–1924	Flooring Plant	15
Samuel Steele	6– 9–1924	Flooring Plant	15
Sydney Taylor	6– 9–1924	Flooring Plant	15
Mario Boragine	6– 9–1924	Power and Steam	15
Anna Smith	6–16–1924	Office	15
Arthur V. Garland	6– 3–1929	Office	10
Thomas F. Burns	6– 9–1929	Paper Mill	10
Anastasia White	6–10–1929	Office	10
Hilmer Eklund	6–18–1929	Roofing Plant	10
William Hall	6–20–1929	Paper Mill	10
James Schuller	6–28–1929	Paper Mill	10
Lili Petroni	6–11–1934	Maintenance	5
Elizabeth Hurst	6–11–1934	Office	5
Vaughan C. Allen	6–13–1934	Box Shop	5
John H. Murphy	6–18–1934	Office	5
James E. Smith	6–18–1934	Box Shop	5
Robert Mercer	6–19–1934	Office	5
Charles Griffin	6–25–1934	Office	5
Faith Bagley	6–25–1934	Office	5

Chicago

Freida M. Leonhardt	6–10–1929	Office	10
John Dobias	6–24–1929	Plant	10

Phillipsdale

Walter Gill	6–23–1911		28
Thomas Horridge	6–14–1919		20
Leonard Carlson	6– 5–1917		22
Manuel Corry	6– 4–1934		5

Berry

W. H. Huffman	6– 1–1929		10

Canada

F. V. Fryer	6–25–1934	Montreal	5
M. H. Moore	6–28–1934	Montreal	5
F. H. T. Raddas	6– 2–1911	Montreal	28
D. V. Duranceau	6–10–1911	Montreal	28
R. Thomson	6– 1–1919	Montreal	20
A. Ralph	6–28–1912	Hamilton	27
Miss M. W. Newman	6–27–1934	Hamilton	5
J. C. Defoy	6– 2–1917	Pont Rouge	22
A. Poliquin	6– 1–1919	Pont Rouge	20
J. F. Savard	6– 1–1919	Pont Rouge	20
E. J. Leblanc	6–17–1929	Pont Rouge	10
M. J. Savard	6–28–1934	Pont Rouge	5
H. Kerr	6–21–1934	Verona, Ont.	5
R. M. Murray	6– 6–1934	Ontario Sales	5

JULY

James J. Geary	7– 9–1883	Retired	56
Elmer Bartlett	7–25–1885	Director	54
James Hammond	7–14–1894	Paper Mill	45
Wm. F. Geary	7– 1–1896	Paper Mill	43
Eric Anderson	7– 2–1898	Maintenance	41
James Hadden	7– 1–1903	Retired	36
H. B. Fuller	7– 1–1905	Retired	34
Sam Graves	7–16–1906	Janitor	33
Chester H. Andrews	7–10–1907	Fibre Case Sales Mgr.	32
A. H. Russell	7–27–1907	Purchasing and Traffic Mgr.	32
John Graney	7– 8–1908	Flooring Plant	31
Fred Weiss	7–23–1909	Box Shop	30
John Zabrowski	7– 6–1911	Box Shop	28
Holly B. Dyer	7–14–1911	Paper Mill	28
William E. Harper	7–30–1912	Power and Steam	27
Patrick Costello	7–29–1913	Paper Mill	26
Joseph A. Sheehan	7–23–1915	Plant Engineer	24
William Lewicki	7– 6–1916	Paper Mill	23
Eli Chamberlain	7–31–1916	Roofing Sales Mgr.	23
Paul Sansone	7– 2–1917	Roofing Plant	22
Tony Simkus	7–23–1917	Box Shop	22
Andrew O'Malley	7–24–1917	Power and Steam	22
Marion F. Smith	7– 1–1918	Office	21
Enrico Macchi	7– 8–1918	Roofing Plant	21
Anthony Capachin	7–16–1918	Box Shop	21
Carl Jennetta	7–23–1918	Box Shop	21
W. J. Colmer	7–11–1919	Flooring Plant	20
Chas. Seavey	7–14–1919	Roofing Plant	20
John J. Wiik	7–31–1919	Roofing Plant	20
Felix Counter	7– 8–1924	Flooring Plant	15
Albert Duffy	7–11–1924	Flooring Plant	15
B. L. Sears	7–21–1924	Roofing Sales	15
Edward Holmes	7–21–1924	Box Sales	15
Albert Gilmore	7– 1–1929	Paper Mill Laboratory	10
Perley H. Mudgett	7– 1–1929	Paper Mill	10
Edgar Bigelow	7–18–1929	Box Shop	10
Thos. Mullane	7–29–1929	Flooring Plant	10
Vito Carchedi	7–30–1929	Roofing Plant	10
Edward Travers	7– 9–1934	Flooring Plant	5
Wm. Robinson	7–16–1934	Office	5

Chicago

Harry C. Prinzler	7– 1–1913	Roofing Sales	26
V. Neivedock	7–18–1934	Plant	5
R. J. Lance	7– 9–1934	Plant	5

Phillipsdale

Fergus Christie	7– 1–1913	Plant	26
Edward Kelley	7– 6–1914	Plant	25
E. J. Medbury	7–19–1919	Plant	20
Antone Dias	7–28–1924	Plant	15
William Andrew	7–16–1929	Plant	10
Joseph McBride	7–25–1929	Office	10

Berry

J. M. Fairchild	7-15–1929	Plant	10
Maxwell Gault	7–1934	Sales	5

Canada

W. J. Larder	7– 1–1934	Halifax	5
E. F. Morey	7–13–1934	Verona, Ont.	5
C. P. Cowan	7– 8–1910	Montreal	29
E. A. Woodward	7– 1–1929	Montreal	10
L. Precourt	7–25–1915	Montreal	24
Lionel Davidson	7– 8–1918	Montreal	21
W. V. Grisdale	7–21–1919	Hamilton	20
J. C. Picker	7–31–1911	Pont Rouge	28
R. J. Briere	7–14–1924	Pont Rouge	15
E. F. Morey	7–13–1934	Verona	5

FOR THE FAIR

FOUR of the six state exhibits in the New England Section of the New York World's Fair will have floors of Bird Chromatile, our newest flooring product. In addition, Chromatile will cover the floor of the Porto Rican Exhibit. In all, about 15,000 sq. ft. of this material has been sold for these various exhibits.

The floor of the Vermont Exhibit is a pleasing shade of brown jaspe. The Connecticut floor is a black tile with a rust jaspe marking, and the New Hampshire floor is the reverse of the Connecticut floor.

The Massachusetts Exhibit includes four special insets, each about six or seven feet square which were made at our Flooring Plant. These insets, with background of light blue and lettering of deep blue, will be placed in different sections of the Exhibit Room to indicate the three main sections of the Exhibit—past, present and future.

The largest area of the Porto Rican Exhibit will be floored in tones of brown and rust. Another section will be largely white tile with blue jaspe and some plain blue tile. Still a third section will be built with white tile with black jaspe. A special inset has also been built for this Exhibit, featuring a coat of arms design in bright yellows, reds and blues.

In addition, two attractive floors of black and white Chromalin jaspe have been sold, one for the Hobby-Lobby Exhibit and one for the National Dairy Products Exhibit.

Preparing the Chromalin insets for the Massachusetts exhibit at the New York World's Fair. In the foreground is a design for the Hall of the Present. Edward Knaus and Thomas Brady are working on the insets for the Hall of the Future.

HALL OF THE
PRESENT

PERSONAL NOTES

MAIN OFFICE AND SALES

Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman

Ruth Milliken
Vera Ransow
John Murphy
Dorothy McEleney

A very cordial welcome is extended to Marion Rafuse in the Messenger Service and Marjory Squires in the Stenographic Department.

Ann Walters has been transferred from the Messenger Service to the Stenographic Department.

Charlie Sumner is a proud father all over again, and it's another girl, born May 13. Congratulations, Charlie!

Anna Roundy is having a brand new lawn put in to fit in with her brand new home on Beech St., Norwood.

Jimmie Conrad, a newcomer to the game of golf, in one week improved 19 strokes over 12 holes, and is now out to break the records of Bobby Jones. Keep your head down, left arm straight, swing club inside out, and that's all there is to it, Jimmie boy!

Mary Craven tells us that if there is any doubt in your mind as to the words of that new tune, "Three Little Fishes", just ask Bill McEntee; he knows!

Among worthwhile hobbies, Arthur Bushell, Box Salesman, has one that heads the list. He is organizing in Hartford a campaign on "Americanism" which he hopes will be introduced into the schools as well as to private clubs and organizations. He is chairman of a special committee being formed for this purpose under the auspices of the West Hartford Exchange Club. Best of luck, Arthur.

Evelyn Wadleigh has just returned from a cruise to Bermuda. She says the boats didn't agree with her very well, but that Bermuda itself was so lovely that it offset any "uncomfortableness" she may have experienced getting to and from there. Guess she'll have to take up airplanes as transportation.

Phil Anderson is in the market for a bike

Herb Schaier has a new job. What is it? Chauffeur, no less, to all the small children that recently attended a party given for his own small daughter.

Eleanor Badger came in recently looking like a new person, having had all her golden (?) locks cut off, and a new permanent wave to take their place.

Did you notice Spot Whitaker and Gladys Boulter strutting their "stuff" at the Glee Club party?

Congratulations to Bob Garner, Alan Shaw and Wylie MacIvor on their advancements. Bob is now Merchandise Stylist, while Alan takes over his duties as Assistant to the Sales Manager, and Wylie takes Alan's job as Head Correspondent.

Congratulations to Agnes Flood. While golfing, she finally shot the ball over the waterhole.

The Sales Table Tennis Team easily won the semi-finals and finals to win the Inter-Departmental League title. The celluloid pushers who participated in the majority of the games were Barney Geigle, Bob McIntosh, G. G. Carr, "Zooker" Tucker and "Flash" Collins.

We're still waiting for the picnic, Betty!

Anne Kelliher and Martha Clem spent a week end in New York trying to redden up the big city a bit. It's rather odd that the New York papers didn't get wind of the big doings.

Peg Owens' nose has been elevated several degrees since she became the possessor of an Oldsmobile.

The Sales Softball Team got off to a flying start. The ball hawks who make up the team are as follows: Sparkes, McIntosh, Geigle, Tucker, Colins, Franks, Sumner, Scott, MacIvor and Whitaker. These boys are fast and worth while watching on Tuesday and Thursday nights.

Wylie MacIvor claims he made a mistake the other night at the ball field. He says he should have brought his skates and hockey stick instead of his spikes and glove. He finally wound up the evening by making one of the best catches seen in softball.

Dame Rumor has it that the wedding bells will ring long and loud around the Stenographic this year.

Dot O'Kane is back to work again, minus her tonsils. She certainly recovered from her operation in great style.

Bertha Broadley enjoyed her visit to Washington, despite rainy weather.

Mary Patten is in a terrible dilemma. It's too late in the season for hockey and too early for swimming. How about checkers, Mary?

Of course, it MIGHT have been a coincidence that Ruth Anderson and Edith Hood (who sit side by side in the Stenographic Department) both had flat tires the same morning and were a little tardy, but we wonder.

We understand the Hospitals have an extra supply of Arnica on hand for the softball casualties.

Art Ferguson, the new roofing sales correspondent, is manufacturing portable ice boxes. His current problem is to find some way to keep the handle from coming off.

Elin Johnson won $100 in a pool. The less fortunate in her department are hoping she'll celebrate and treat them to a free meal.

Dick Kanneally spent a recent week end in Laconia, New Hampshire.

Irene Rivera attended the ball game at Fenway Park on May 21. She witnessed the famous Lefty Grove's first home run of the season.

Sally Slauzis is keeping an eye on the boys who clean comptometers. Better watch out, Sally, Regina Rooney is interested too.

Frank Vietze and Dick Kanneally attended the reunion and banquet of the class of 1923 of the Bentley School at the Statler Hotel on May 13.

PAPER MILLS

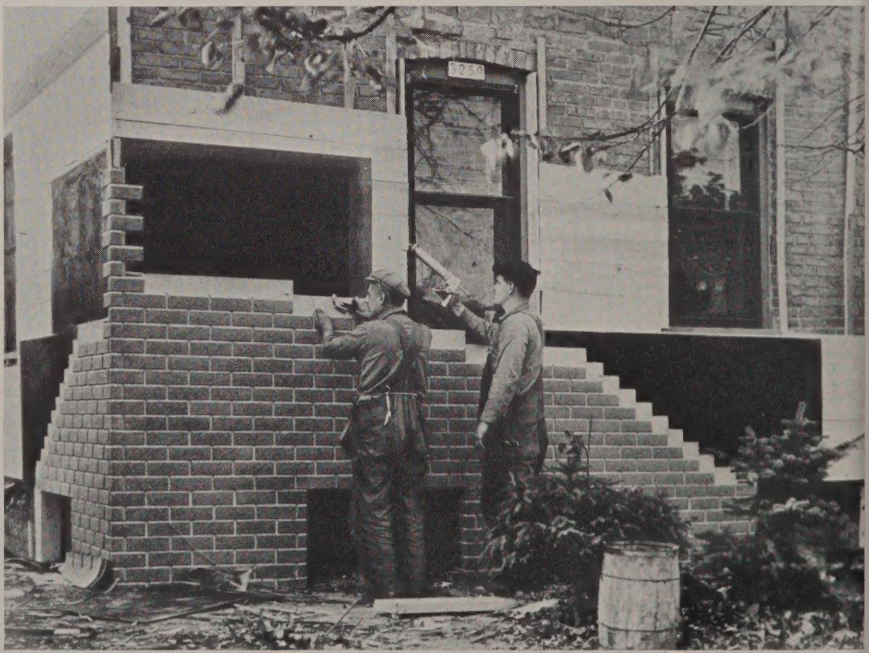
Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse

Jean Angus
Mary Driscoll
Peter Glebus
Joseph Jarlis
Donald Ross

John Wytones

H. L. Badger and his wife spent a week in May traveling around parts of Connecticut, New York, Pennsylvania, Vermont, New Hampshire and Maine. A total of 1330 miles was logged. They came back with stories about nice Spring weather in the more southern states. They certainly must have enjoyed it, after the weather we have had here.

Vacations have started in the mill office. By the time this *Review* is out, Ruth Koch will have returned from a vacation in Cleveland, Ohio and Hermon Baker will have returned from a fishing trip in Maine.



Out in Milwaukee, Wisconsin is an old house 117 years old built in the section known as Bunker Hill. Formerly an Indian trail passed this house reaching to Lake Michigan. Cracks and bulges have developed in the brick walls and recently the present owners decided to reside with Bird Art Bric Siding. Here are the workmen applying Art Bric Siding over the old Brick Walls. This job was done by the Midland Improvement Company of Milwaukee, and the owner is reported to be very well pleased with the final results.

PHILLIPSDALE

Rexford H. Salisbury	John H. Nolan
David S. Lowry	Leslie E. Howard

When Andy McConnell recently got off the Pawtucket bus he found he didn't have any money to pay his fare. He told the driver a sad story and got away with it.

New cars include George Hawley's Oldsmobile (you remember we told you it was coming) and Sam Scott's "new-to-him" Ford.

Jack Barquist has gone into the geese raising business and is now taking orders for Thanksgiving delivery.

Vacations have started with Harriett Neill's trip to Bermuda.

New arrivals at Phillipsdale include Carl Wayne Hurd born April 4, Walter Justynski born April 20, Ronald Arthur Mollerberg born May 10, and Robert Stephen Soderlund born May 20. We understand that all are doing well and we offer the families our congratulations.

Alec Matonis has gone into the rabbit business. He is raising large Polish rabbits and the young ones weigh from 25 to 30 lbs. He hasn't been able to weigh the large ones as they are too heavy to handle.

On April 1 some of the boys told John Smith that he could go into the World's Fair for 35c so it being Saturday John hurried home, got his family and a couple of friends and started off to the New York Fair. They arrived there at 3 o'clock in the morning and had to hang around for the fair to open but it didn't open till a month later. Then John happened to remember it was April Fool's Day when the boys started him on this trip.

Patsy Harrington says they ought to christen the new tractor with a bottle of "campaign."

We notice Ted Wentworth is driving home quite often lately. How come?

There is quite a little talk of a matched game of golf between Joe McBride and John Cyronak. We also understand Bob Pearson Sam Scott and Eddie Collins want to take on the winner. Are there any more candidates?

BOX FACTORIES

NO. 1 BOX SHOP

John P. Walsh	John Phelan
Earl Boyden	Helen Sironka
Richard Sprague	

The way John Barrett was looking at the floor covering book the other day set us thinking that it won't be long now.

Congratulations are extended to Bud Fisher. He has recently become the proud father of a baby girl.

It must be the real thing when you take him along to help you pick out a pair of shoes. How about it Maroney?

Ralph Watson wants to inform the light fingered gentleman (?) who helped himself to a set of automobile wrenches that he overlooked one small wrench. This he may have to complete the set by calling on Mr. Watson at FX1.

Henry Dowdie is grooming his prize English Bulldogs for the summer shows that are on the way.

According to Harold Higgins, riding on top of a truck is just the thing these warm Saturday mornings.

Sadie Rafuse has just purchased a 1936 Chevrolet.

We have just heard rumors that Peggy Grosso is planning to live on a farm in the very near future.

How did Lucy Troiano ever get lost in New York when she had such a good guide with her. Ask her about it.

Henry Ceglarski, the FX1 crooner and saxophonist is playing around some of Boston's best dance halls to get first hand information on the art of jitterbug music.

Anyone desiring a good coat of tan or a few lessons in home gardening apply to Jack Walsh or Ralph Watson at their gardens on Route 27 in Sharon any time after June 1st. Bring your overalls. The first lesson will be "The proper method of weeding a garden."

Well, the girls bowling team came out on top this year, and we are proud of them. The team consisted of Anne Stasis, Jane Kwiatkowski, Mary Bandonis, Sadie Rafuse and Helen Sironka.

Anne walked off with two other prizes, the highest bowler on her team and the third highest bowler in the league. Nice going, Anne.

To celebrate her luck, Anne treated the girls to refreshments, so we take this opportunity to thank her.

Jim Smith finally emerged victorious from the belated finals of the FX1 table tennis tournament. Jim wins the coveted fur trimmed ping pong paddle.

Benny Baranowski is now a married man. He was married on May 6.

NO. 2 BOX SHOP

Olga Eysie	Alma Walsh
Josephine Rose	Rose Ruggiero
Alice Brady	Vaughn Allen

Mr. and Mrs. Harry Clark are the proud parents of a baby daughter born Tuesday, May 9th.

We are sorry to hear of Royden Barrett's father passing away. We extend our deepest sympathy.

We extend our deepest sympathy to Louis Hertel in the loss of his mother.

We are glad to see Ethel Havey back with us after three weeks at home with a sprained ankle.

Mary Scanlon's new hobby is artistic flower gardening.

Nancy and Rose Ruggiero spent a week's vacation in Vermont and Canada.

We welcome Peg Costello, Nora O'Malley and Mrs. Heaver to the Printing Department. Hope you enjoy your stay with us.

ROOFING MILL AND OFFICE

George Lane	Harold Mattson
Stanley Phillips	William Percy
John White	Bruce Farrar
Maxmillan Rabinovitch	

Harry Dresser recently made a week end visit to the New York World's Fair.

Joseph Engley has started his annual week end fishing trips to Narrangansett Bay. The boys enjoyed the mess of clams. Keep up the family spirit, Joe!

Ted Pieczonka was the hit of the Bowling League banquet at Steubens. He sang his favorite song, "It's a Sin to Tell a Lie." This makes the fourth consecutive year that Ted has sung this song at Bird Bowling Banquets.

Don Frazier is continually hitting a new high in his golf score. He seems to be adding several strokes every time he plays.

MODERNIZE YOUR HOME WITH
BIRD'S
ROOFS
BRIC-SIDING VENEER
OREAU'S
MANCHESTER N. H.

This sign has been a land-mark near Manchester, N. H. for many years. Coleman Conroy, Roofing Plant, stopped and had his picture snapped here on a recent trip to New Hampshire.

Louis Cataldo has purchased a two family house on Common Street, Walpole.

We hope and wish for a speedy recovery to Patsy Rizzo's mother after her recent operation.

Tony Richardi seems to be holding out on us; we can't find out when the date is set for, but he has built the house, bought the furniture, so it can't be long now.

Joseph Quinn, Andy Wright and Hugh Gardiner visited the New York World's Fair and saw the Scotland vs U. S. A. International Soccer game.

Nelson Bartlett spent a recent week end at Moosehead Lake, Maine.

Joe Quinn, after his recent trip to New York, said he didn't mind the hustle and bustle of Broadway, the torrid shows at the Cotton Club or the atmosphere in Greenwich Village, but sleeping for two nights on a Central Park bench is enough for any man!

We see Ralph Kemp has his golf cap out of storage, getting ready for a big season. Watch out, you golf fans, this year!

Herb Snell has returned to work as our top floor man. Welcome back, Herb.

Swede Ostrom has recently purchased the house in which he lives on Plimpton Street, Walpole.

John Graney spent the week of May 28 fishing at Grindstone, Maine.

Ed Wenstrom, Warren Manson, Charles Chorlton and Ernest Wood held a twilight fishing meet at Townsend, Mass.

Nicholas Santoro found that night parking on the street is expensive. Nick will exchange his chauffeur for a license, any day.

Frank Blazis has gone to housekeeping, having a nice apartment on Savin Ave., Norwood.

Our Captain Stanley Jurgelevich is making some name for himself, especially with the female set at Lake Massapoag as a surf board rider. What a man!

Frank McMahon has returned to work after a week's vacation at Swift's Beach.

Richard Gorman is back to work after a vacation of a week, spending much of his time on the Charles River in his new boat.

Everett Jarvis and Captain Stanley Jurgelevich have headed for the World's Fair in their 16 footer speed boat called "Dot."

Our latest report on Ray Monahan is that he is starting a dancing school in South Norwood. What is the idea, Ray?

Howard Bearce is now the proud owner of a 1935 Ford coach.

Frank McMahon has purchased a 1937 Plymouth sedan.

FLOORING MILL AND OFFICE

Angelo Macchi
Leon Zinkowsky
Thomas Paquette
Albin Vietze
Laurence Gammell
Thomas Burns
Frank Shimsky

After seeing a certain photograph, we are doubting the story in the *Review* of April, saying that Speed Paciorkowski was going into seclusion until the 4th of July.

Incidentally, Speed, the "Polish Nightingale", has a new formula for fixing and cleaning cars: Take a little persuasion, a lot of hot air, and plenty of "washie".

Who wants to buy some nice fresh eggs at cut-rate prices? Frank Weagle has bought a farm in Sheldonville to raise chickens. He should get in touch with Amos Craig and raise goats too.

Clarence P. C. Phillips has opened his camp for the season. Who put the old shoe in the stove?

Leon Zinkowsky is finishing up his course of study at law school. As the bar exams are not far off, may we take this opportunity to wish him all the luck in the world, and may he pass with flying colors.

Wilho Waukhonen is going to grace the New York World's Fair with his presence over the Memorial Day week end. Look out, New York!

Andy Walker should have been a painter instead of a piper. He could use the drop cloths in his soft ball game!

The "Short End" of the storeroom (Lester Evans to you) gave the boys a surprise when he announced the arrival of a Blessed Event. Congratulations, Lester.

We have a new nickname for John Didick—"Doughnuts". It seems John made a mistake and carried a bag full of doughnuts to work instead of his lunch.

Harvey Hayward is in the market for a good second hand car. Nothing older than a 1923 model will be considered.

Marion "Old Nick" Kissel has a new Plymouth convertible coupe.

Les Fillmore is getting ready for his annual trip "Down East".

Several of the Undercoat boys enjoyed the opening of the fishing season, but Bob Wilson took a little swim for himself when he slipped and lost his balance.

Start saving your pennies, fellows. Dame Rumor has it that Ward Gowing is about to take the plunge.

Congratulations to John Bradley, Jr., our Chief Chemist, who on April 20 was elected President of the New England Paint and Varnish Production Club at their annual meeting at Hotel Vendome in Boston. Previous to receiving this new honor, Mr. Bradley has served during the past year as Secretary of the organization, held the office of Vice-President the year before that, and for the past three years has served as technical adviser. He will take over his new duties in the fall.

We welcome Joe Tareila to the Undercoat department office, subbing for Leon Zinkowski; we also welcome Harold Rideout and Fred Bress, two new-comers.

"Cowboy" Abar seems to be crowding out "Washie" Doyle's nickname.

John Stanovich's new Ford is a Pontiac.

Sam Steele is going to spend the first week of his vacation at Suffolk Downs. He wants a spare time job for the second week to make up for his losses, especially if Bill Wosner goes along.

One day recently the employees of the Roofing Granule Plant posed for a picture and here is the result. First row left to right — William R. Percy, Ralph Kemp, Foreman; Stanley Jurgelevich, Frank Pennachio, George Smith, Francis Nichols, Dan Costello, Ray Monahan, Edward O'Neil, Patsy Rizzio. Second row — Tony Campisano, Vincent Cappuccio, Richard Gorman, Eddie Wormald, Louis Cataldo, Arthur Welch, James Hamilton, Andrew Betro, Perry Crane. Back Row — Helge Ostrom, Lawrence Johnson, George Smith, Howard Bearce, Frank McMahon, John Bailey, Tony Richardi, Frank Blazis, Eric Janson, Herbert Snell, Everett Jarvis, William Slattery.

"Whiffle" Eklund is sporting his usual spring haircut. He has a competitor now. Paul Zenis wears his hair that way, too.

Theodore Fisher claims to know of a hotel in New York where some of the rooms do not have a window.

We are informed that Stanley Alukonis has purchased some fishing line and other angler's equipment. Would it be for deep sea fishing in New Pond?

The G-men have formed a softball team to play any team that has a team which will play their team.

It was learned that best wishes are in order for Ronald Swanson and Steve Delaney. Best of luck.

Who are the two men in the Chromalin department who just arrived from somewhere with a crisp and red suntan!

Your reporter was asked what happened to the Chromalin ping-pong team. Just ask the salesmen.

Nick Ferrara has worn a Red Sox suit already. How does it feel, Nick?

Roscoe Shorey has been seen catching almost all the trout around in our local brooks.

We hear the dates have been set for both Michael Wallace and Joseph Doran. Also William Everberg may say "I do". If and when all these events happen, we wish the boys all good luck.

Flash—Mr. and Mrs. Melvin Chevers welcomed Miss Jane Sheldon Chevers, who arrived on May 29. Mother. and daughter are both doing nicely.

CHICAGO MILL AND OFFICE

Gladys Davis
Edward Stadt
Raymond Gusick
M. C. Thompson

Sallies in Our Alley

Wilson: "Look at that! I thought I told you to engage a new stenographer on the basis of her grammar!"

H. Altman: (looking startled)"Grammar? I thought you said glamour!"

Hanna, while speeding through a small town and being stopped by a cop: "What! Was I driving too fast?"

Officer: "Nope—just flying too low."

Mrs. Young: "Mr. Jones' wife has fifteen hats this season, and I only have two."

Ray: "It sure is terrible. What on earth do two women want with seventeen hats?"

Ralph's wife: "Let me see that letter you've just opened! I can see from the handwriting it's from a woman, and you turned pale and trembled when you read it!"

So he handed over the bill from his wife's milliner.

Eight Pounds One and One Half Ounces

That's what Frederick Richard White weighed at birth on May 17 at 1:44 a. m. In other words—Chuck White is the proud father of this fine boy.

Brainstorm

The following was originated by a member of our organization, which we think is worthy of print. For details see Ralph Wohlberg.

"One member of the party was very *Young* and one was a very *Alt*man. *Da-vis* talking amongst themselves and one asked another, who was leaving, "What time will you *Bre-bach?*"

"I don't know why you are *Curran* where I go, but if I get the car, I won't *Park-er* far away."

"Let's not *Mul*hall over that again."

They walked down the street and saw a *Man-teuffel* of beer. He was leaning on a post but fell from the *Lampt-on* the street.

"It's a lucky thing he wasn't on a tall building. If he should *Fal-strom* the 10th floor—well—

"What kind of a Wohl-*berg* is this anyhow?

Archery

Dan Cupid sure was a good marksman in the Chicago office, with Jean Falstrom getting married on May 24, Ralph Wohlberg on May 27 and Gordon Lampton on June 10.

A dinner was given in honor of Jean by the girls at the Evergreen Country Club on May 9. The highlight of the evening was Eleanor Bree and Alberta Freund dancing to the tune of "The Beer Barrel Polka". After having it played ten times consecutively, however, the girls were a bit weary.

At the time this is being written, Gordon will be the next to get married. He intends going to Wichita, the present home of his intended bride, to be married. They plan on coming back to Chicago to live after a honeymoon trip (they won't tell us where).

The Ralph Wohlbergs intend taking a trip to the New York World's Fair on their honeymoon.

Here's wishing all of you the best of luck and all the happiness in the world. Don't be surprised when we turn up en mass to visit you.

Old, Old Story. . . . Edward Buffington on way to work. . . . Speedometer . . . 60 m.p.h. . . Motorcop, "Oh yeah!" . . . . Judge, "six and six," (total $12.00) . . . Eddie—said amount lighter—"Oh, well, it don't sound so bad if you say it real fast."

Boots and Saddles. . . Helen Anis and Alice Kodl, a couple of hard-riding blondes from the main office are planning plenty of horseback riding during their respective vacations—maybe the correct term is "walk-back riding"—Yes, the gals even have habits, and I don't mean bad ones. Soft cushions seem to be in order on your return, girls, so "hold tight," else pleasant landings.

Speaking of "nags," if it ever comes down to a race, I'll lay my dough on the "little red haid," Rena Arnt (switchboard jockey) and her string of plugs!!!

Shreveport must have something after all—now its Dick Potter who can't seem to figure out how many times she said "I love you."

Phil Ekman is now a full fledged member of the B.B.B. (Bird's Bearded Battalion). A concensus of feminine opinion distinguishes it as the cutest little cookie duster they ever did see—even though it suspiciously resembles the foliage that the wind blew out from under Jimmy Comiskey's nose some time back.

He Floats Through the Air. . . . When a guy is hungry and is accustomed to looking forward to extra good meals (are you listening cookie-wookies), the term "come and get it" takes on added significance. It wasn't Art Trudeau's face that was red after culminating a laboratory-restaurant non-stop flight, a few weeks ago, with an almost perfect three-point landing just inside the doorway—mostly on the third point. . . . Ouch!!!!!!

Erich Gach and Ray Gusick figured prominently in a recent ping pong game—finishing on the blushing end of a 11–0 shellacking administered by John Matcha and Lou Lance. Evidently that book on "how ping pong should be played," didn't do Ray much good. Oh, well, we learn by experience—tsk, tsk, 11–0. Better watch this column, Ray, from time to time some tips will be published on the game.

Harold "Jackpot" Rorhbach seems to be slightly top-heavy with nickles these days. Some day his luck will change and he'll hit a real jackpot. . . .

Mowing the Ball Field at Shreveport. Ray Wolfe, Frank Leon, Jake Kruizenga, Wallace Bauer, Frank Kruizenga and two Jackasses. P.S. The Jackasses are the ones with the big ears.

SHREVEPORT MILL AND OFFICE

Grace Fuller — Charles Houghton
Robert Jenkins

Katherine Mares is to be married next month to First Lt. George K. Crain of Barksdale Field. We will all be sorry to lose our lovely PBX Operator. Best wishes for a happy married life Katherine.

Robert Jenkins is receiving congratulations on his recent marriage.

Recent visitors have included Mr. Guise, Mr. Sullivan, Mr. Groendyke, Mr. Garland and Mr. Holcomb.

We welcome Jane Williams to Bird and hope she will like her new work. She is the new PBX Operator.

It was rumored last week that there was a snake under the Coca Cola machine. Whether this is true or not Charles Duerson declared it ruined the Coca Cola business. Ask Mr. Soward or Mr. Young how long it was.

We understand that Willie Smith of the advertising department finds that it is easier to build a boat than it is to rent one when he goes fishing. He only has one little trouble, he can't make them float.

Frank Kruinzenga has now gone into the chicken raising business not so much for profit as for the convenience of the chicken thieves. They left one old, old rooster out of a flock of about thirty chickens.

Fishing is great Sport—Reports have it that Ray Wolf, Walter Bauer, Dick Johnson and "Pop" Faircloth went to Caddo Lake Dam for a try at the Isaac Walton Record. Ray Wolf added to this record by numbers, Walter Bauer by kind and Dick Johnson caught only one "itty, bitty, fishes going over the dam."

All work and no play makes Jack (Harold and Johnnie Sheen), dull boys. But now that we have a new Badminton set we expect that to be changed.

Vacation talk is in the air, some are thrilled to the anticipation of a trip back "home" while others are planning to see how some of the "other half" lives.

Johnnie Leon has an alarm clock that strikes him to wake him up.

Ray Wolf has a hard time with chicken raising—loses almost one a day.

Dave Province says he is trying to trade his car for two little ones???

Why do they call a certain fellow "Old Folks"?????

Scheen and Maricelli are great roller skating champions, but they have a little trouble on those Bossier floors.

By Stanley Phillips

THE younger tennis enthusiasts are already out on the courts trying to get their eye on the ball again. Some of the older boys, however, are trying to get a little of their waist-line curves out of the way of their racquets.

All in all, it looks like a big season ahead for the boys who play tennis. We have entered the tennis team this year in the "Tri-County Tennis League". Such teams as Brockton, Attleboro, Mansfield, North Attleboro, and Medway will be represented. The members of the team will be assured of a match every Saturday during the entire summer. This should create a great deal of interest all through the season. Team prizes and trophies will be awarded to the winning team and to the outstanding players in the League.

Victor Babel, who is the manager of the Junior Varsity Team, has already made plans for matches for the less experienced members of the club.

As usual, the Francis William Bird Bowl Tournament will be run later on in the season. This year it appears like a year of upsets. The older men are beginning to pass their peaks and are starting to go on the decline. (Editor's Note: It is hard to make them believe this.) The younger men are starting to show signs of rapid improvement and are already worrying the old timers.

Temporary plans are being made to run a doubles tournament for Bird Club members.

GIRLS SOFTBALL NEWS

By Ruth Milliken

THE Girls' Inter-Departmental League is comprised of four teams—Stenographic, Sales, Accounting and #2 Box Shop—and a very promising schedule has been arranged. As this is the second year in the game for most of the girls, they have a better understanding of the sport and there should be some keen competition.

From the best players on all squads a Varsity Team has been picked. The girls will have uniforms and we promise you they will be pretty snappy, both in play and appearance. As yet a schedule has not been arranged definitely for this team, but it is hoped games can be arranged with the Odds & Ends Club of Needham, Kendall Company of Walpole, Kendall's Branch at Saylesville, R. I., MacGregor Instrument Company of Needham, Plymouth Rubber Company of Canton and the Foxboro Company of Foxboro.

All told, the girls seem to have a very busy and interesting season ahead and it is hoped that there will be a good attendance at all games.

SUGGESTION

APRIL

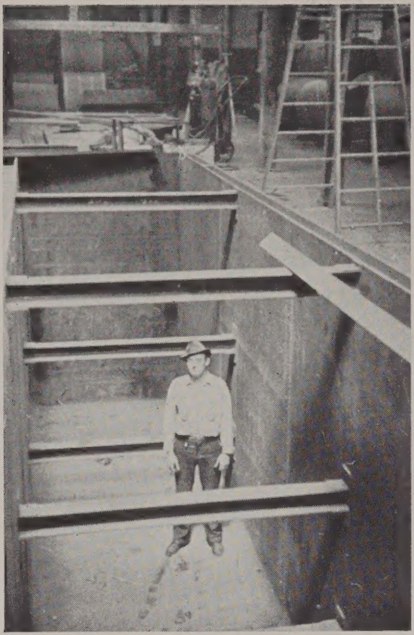
THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of $10.00 each:

4'' Slate Pipe from Thick Butt Platform to Basement—Joe Cozzi, FC
Wooden Ramp at DMP3—Walter Cyr, EMW
Removable Channel Irons at Blended Coating Kettle—Wm. McLauchlan, FBM
Clutch on Lower Slitter Shaft on FXCM1—Bennie Palleiko, FXC
Method of Saving Wear of Slitter Knives on Shingle Machine—D. R. Province, FS
Control of Coating on Cap Sheet Roll—D. R. Province, FS
Attach Clutch Hook to Feed Apron at Winder—D. R. Province, FS

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Change Location of Paint Coater on Ship-Lap Machine—W. R. Bearce, FBI
Stand to Hold Up Oil Barrels—Harold S. Boyden, FFN
Use Carpenter's Gauge to Mark Staple Strips—A. B. Center, FXF
Guide for FXGM34—Roy Cobb, FXG
Bevel Kicker Back Guides—Jack A. Cononi, FXG
Longer Platform on Top of Oiling Elevators—Joe Cozzi, FC
Slides on Oiling Elevators—Joe Cozzi, FC
Pipe and Valve for Drawing off Asphalt—Camello Deplacido, FBB
Longer Rules at FXCM2—John P. Dixon, FXC
Guards for Shoe Carton Roll Transfer Trucks—Frank Eisenhauer, FXP
Guard Over Sliding Bar Front End FFP1—G. C. Fillmore, FFM
Brass Plug Guides for Assembly Machine—E. W. Gillmore, EMM
Strengthen Leather Drive on Condensating Pump—E. W. Gillmore, EMM
Hydraulic Arm to Close Doors—G. W. Gray, Jr., FS
Drain Under Squeeze Roll—G. W. Gray, Jr., FS
Rubber Stamp for Use at AM—L. T. Harriman, AM
Safety Switch for Thick Butt Coating Pump—George Heugel, FC
Cock for Thick Butt Pump—George Heugel, FC
Slitter Knife Guard—Harold Maricelli, FS
Guard Holes in Looper Floor—H. G. Marlar, FS
Apron on Hopper—M. W. Marlar, FS
Scaffolding at Coating Drums—M. W. Marlar, FS
Method of Controlling Flow of Powder Through Hopper—M. W. Marlar, FS
Jig for Making Agitator Blades at Blended Coating Kettle—William McLauchlan, FBM
Change Size of Bronze Bushing in Blended Coating Kettle—William McLauchlan, FBM
Keyway and Collar at Blended Coating Kettle—William McLauchlan, FBM
Paint Box Adjustment for FBPM6 and 7—Francis McSwain, FBPM
Relocate Drain Pipe at FX2 Building—Ernest W. Oakes, DMT
New Method for Threading Bottom Filler Paper on 4-Ply Board—Bennie Palleiko, FXC
Relocate Bar for Raising Reinforce Strips—Bennie Palleiko, FXC
Trough Under Saturator Suction—A. L. Palmer, FS
Change Location of Switch Boxes for Starting Felt Whippers at DMPM5—Wm. J. Quinn, DMPM
Hose Connection at Top Felt Whipper Box DMPM5—Wm. J. Quinn, DMPM
Ladders in Slate Bins—William F. Reed, FC
Larger Frictions on Straw Rolls on FXCM2—Edgar W. Ross, FXC
Safety Chains on Pressure Wheels on FXCM2—Edgar W. Ross, FXC
Guide for Pullout End of Rug Border Hangers—Patsy Sansone, FFD
Splash Pan at Wax Tank in Rug Border Dept.—Patsy Sansone, FFD
Larger Drain in Shower Bath—John Scheen, FS
Plate to Stop Water from Going on Floor—John Scheen, FS
Do Away With Trim on Shims—John J. Sigmund, FXB
Method of Identifying Rugs to Be Refinished—John D. Smith, FFR
Better Suction on Vickery Cleaners—John Spillane, DMP
Safety Bell on Weighing Scales—Edward J. Travers, FF
A Foot Walk Over Dry Felt Looper—Willie Winkler, FS

Five men were awarded $10.00 each for having had five suggestions accepted. Joseph Cozzi, FC, E. W. Gillmore, EMM, William McLauchlan, FBM, William Quinn, DMP and Edgar Ross, FXC.



Bird's eyeview of the big saturator which has already been installed for the new machine at the Roofing Plant. John Sigmund, who is six feet tall, is standing inside.

NEW MACHINE

FOR the past two months work has been progressing on a new machine at our Roofing Plant which will eventually replace #7 machine and afford much more flexible operating conditions during rush periods. This will enable us to meet the demand for our products better during the peak rush periods and help us to retain some of the business which we now lose because we are not able to produce fast enough.

The new machine is being installed in #1 machine room along the opposite side of the room from the present machine. It will extend along the floor about the same distance as the old #1 machine, or about to the foot of the Brigade Room stairs. This means that the present entrance to #1 Machine Room will have to be closed and another door opened up elsewhere along the wall.

All of the very latest equipment is being built into this new unit and when complete, it will be absolutely the last word in modern up to the minute roofing machinery. In addition to the machine itself there will be improvements and additions all along the line—more heat and more coating kettles, new conveyors for mineral surfacing and all the other incidental equipment necessary to feed this machine with the raw materials to keep it producing. It is hoped that everything will be ready for the fall business. Once it is in full operation, it will require a larger crew of men than the crew now operating the #7 machine.

It will produce at the rate of 400 feet a minute and a width of 50 inches can be run. This speed more than doubles the present capa-

AWARDS

MAY

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of $10.00 each:

Run Goodyear Wraps Without Trim on FXFM11—Vincent D'Espinosa, FXF
Water at Suction Roll—John Spillane, DMP

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Water Guard for Electric Eye—W. Raymond Bearce, FBI
Remove Electric Plug Sockets—Earl O. Boyden, FXF
Grating Platform in Dust Collector—Anthony Campisano, FBW
Metal Numerals for FXGM4—John Costello, FXG
Idle Sprocket for #1 Supply Elevator—Joe Cozzi, FC
Rubber Tire Casters for Loading Carriage on 12/4 Table—Anthony DiFalco, FFR
Change System of Punching Holes in Receiving Report Forms—Frank Eisenhauer, FXP
Improve Press Bed Clamps Cottrell Cylinder Press in FXP—Frank Eisenhauer, FXP
Locker for the Cleaning Department Tools—Ray Engvorson, FC
Cable Guard on Crane—John R. Finningham, FFC
Spring on Paint Machine—John E. Folan, FBP
Handles on Adjusting Screws on Paint Machine—John E. Folan, FBP
Spot Weld Set Screw in Iron Core at FBPM5—John E. Folan, FBP
Hopper at Raw Feeders—Richard E. Gorman, FBW
Naphtha Outlet Outside the Wall—Joseph LeBlanc, FFC
Set Screws for Brass Guides on Slotter Heads—Philip McCready, FXG
Roll or Wiper on Gum Strip Machine—Cyril D. McCue, FFN
Move Ductor Blade to Opposite Side of Squeeze Rolls—Wm. McLauchlan, FBM
Change on Elevators at FBW—Francis R. McMahon, FBW
New Type Knife Handle—Howard Nelson, FFM
Wider Stand at DPP—Fred Pierson, DPP
Raise Table Lock at FFP—Walter Ryan, FFP
Guide on West Side of Knife in Insul Bric—Fred P. Turco, FBI
Improve Guides FBI Press—John H. White, FBM
Better Method of Running Sheet at Saturator—William Winkler, FS
Special Stand at FBF Slitter—Luigi Zinni, FBP

Three men received $10.00 awards for having had five suggestions accepted: John Spillane, DMP, Frank Eisenhauer, FXP and John E. Folan, FBP.

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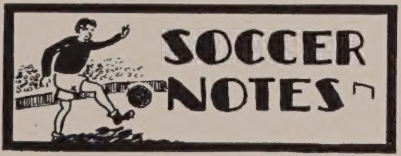
city of #7 machine and in addition the width is increased by 14 inches. Whereas #7 machine produced only smooth surfaced roll roofing, the new equipment can turn out, in addition, flat shingles and slate surfaced roll roofing. Even asphalt felts can be run in an emergency if necessary.

As soon as the new equipment is working properly, the old #7 machine will be dismantled and moved out of its present location entirely. That will leave this space available for making Custom Built Shingles, Loc-Butt Shingles and for the installation of other small units which are now scattered throughout the plant.

As far as possible the installation and dismantling work is being done and will continue to be done by our own mechanical department under the supervision of Harry Dresser and David Fleming. The big saturating pan has already been put in place in the floor of #1 machine room and the other units are being installed as fast as possible. The various sections, of course, are being purchased from manufacturers of roofing machinery but the installation work at our roofing plant is being done by our own men.



SOCCER NOTES

By John H. White

FOLLOWING the longest lay off in the Massachusetts Soccer history, Bird & Son A. A. Soccer Team opened its spring season by defeating Andover F. C. at Andover in the State Championship three goals to two.

We then played the British-American at Quincy in a Boston District League Game and lost a close 2 to 1 decision. Our next game was in the National Amateur Cup Championship against Lynn at Walpole. We were compelled to play with a short team and were defeated 5 to 0.

The Curley Cup series sent Bird & Son against Revere in the semi-final round two-game series. At Walpole, Bird & Son won the first 7 to 2. The second at Lynn 5 to 0, making the total goal score 12 to 2.

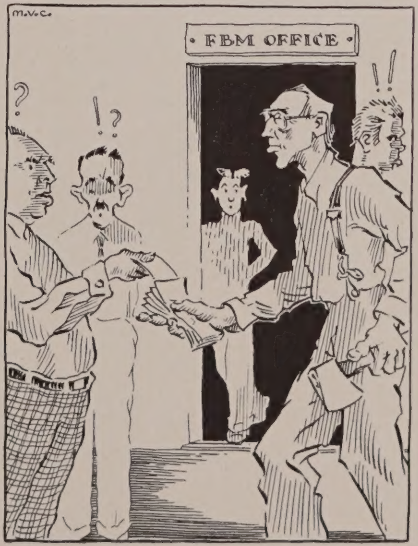
The Bird & Son versus the Portuguese-American at Walpole in the State Cup Championship Divisional Semi-Final resulted in the Portuguese team winning—2 goals to nothing. This was a game we had hoped to win but the loss of center halfback, Carol Kotkowski, through illness, did not help.

The Curley Cup series was next picked up where it was interrupted December 1938. Bird & Son was drawn against the Portuguese-American in a two-game final. At Celtic Park, Boston, on May 21, the first game ended in a two-goal tie score with Bob Ellis counting twice in great plays. The final game will be played in East Walpole for the presentation of the cup.

Our players ready for this grand final are—

Captain Tommy Wood, Vice-Captain Jack Smith, Walter McKenna, Robert Ellis, William Dropski, Harold Nicholson, John MacDougal, Daniel Costello, Gus Hogan, John Troznadel, Carol Kotkowski, Herbert Christiansen, Leo Giandomenico.

Quite unconscious of the effect he was producing, Nelson Bartlett passed out pay checks at the Roofing Plant the other day with the checks in one hand and an axe in the other. Actually he was on his way back to the Machine Shop where the axe was being taken to be ground, but to those who didn't know, it certainly looked as if he were out to make somebody pay up. Here's how he looked!



No. 1 Box Shop Girls' Bowling Team, Champions of the past season. Left to right — Anne Stasis, Jane Kwiatkowski, Sadie Rafuse, Mary Bandonis and Helen Sironka.

GIRLS BOWLING NEWS

THE girls from the #1 Box Shop won the championship of the 1938–39 season with the Advertising Department in second place.

The season was closed with a banquet at Cappy's in North Easton on April 28. Following the dinner, Peg Owens had the honor of presenting the prizes, consisting of the high averages and team standings, to the various individuals and teams. The girls enjoyed entertainment and dancing through the evening. A good time was had by all. Jackets were awarded to the winning team of #1 Box Shop.

By Karl J. Wurzel

THE Men's 1939 Bird Club Golf Season got underway on Monday Evening, May 8th, at the Sharon Country Club. The men's division consists of 32 players. These are divided into 2 groups of 16 men each. One group is called the Eagles and the other the Birdies. Each of these 2 groups are divided into 4-4 man Teams.

At this writing the team captained by L. T. Harriman of the Main Office is leading the Eagles division in points scored. The team captained by E. W. Mann of Bird Machine is leading the Birdies division. Neither of these teams have lost a single point.

Matches have been scheduled up until the 24th of July with a possibility of continuing further on in the year.

The Bird Club Girls Golf League started Saturday, May 13th at the Walpole Country Club.

Their league is composed of 20 players divided up into two teams of 10 players on each team.

The Girls League is under the direction of Miss Louise Percy of the Main Office.

The 2 teams in this league are the Mashies, Captained by Miss Bertha Broadley and the Niblicks, Captained by Miss Mary Bannon.

At this writing the Niblicks are leading by a very small margin over the Mashies.

In the next issue of the *Review* a complete standing of all the teams in both the girls' and men's league will be published.

Latest reports show that everybody is off to a good start with an enjoyable season of play in view.

THREE ACCIDENTS

NO lost time accidents in April, but three lost timers in May bring our total to eight so far this year.

On May 4 John Rogers, Phillipsdale Stock Handling Department, cut the flesh above his left knee with a piece of wire protruding from a bale which he was moving. The wound became infected and he started losing time on May 8. He lost fifteen days.

On May 18, Shreveport had its first accident in more than a year. Andrew Piller accidentally stepped into a pit containing asphalt lines and steam lines to keep the asphalt hot. The pit contained water left by a recent rainstorm, and the steam lines had heated the water to the boiling point. As a result Piller received a bad burn on his left leg. He started losing time on May 22.

Chicago ended its fine record of 771 accident-free days on May 20 when Waldo Overholt, steamfitter, was burned while attempting to clear a blocked steam trap. The trap released suddenly, pouring hot water on his foot. He attempted to continue work, but finally, on the advice of the doctor, left work on May 26. Chicago now loses the Safety Shield to the No. 2 Box Shop where the workers have gone for more than two years without an accident. Their last lost timer was on May 25, 1937.

REAL BOWLING!

By Stephen Cavanaugh

THE Norwood Free Press, in conjunction with the Norwood Bowling Parlours, conducted a Norfolk County Bowling Tournament the last week in April held at Roll-Land on the superhighway in Norwood.

The Bird & Son team entered in this tournament won first prize and the championship of the men's bowling teams.

The five leading bowlers of the Bird & Son League were chosen and these men were entered as the representative team from our organization. They competed against picked entries from the surrounding towns and defeated all other aspirants by bowling the highest total pinfall of sixteen hundred. Their nearest competitor was the Medfield team with a total of fifteen hundred and eighty pins.

The following men bowled for Bird & Son and have received jackets as an award from the tournament committee.

	Three String Total
Paul Calderone—Roofing	289
Francis Nevins—Flooring	318
Earle Higgins—Flooring	326
Julius Aukstolis—Roofing	349
Amedio DiFlaminis—No. 2 Box Shop	318
Total	1600

ACKNOWLEDGMENTS

We wish to thank our friends in Bird & Son for the beautiful floral tributes and the kind expressions of sympathy received during our recent bereavement.

James Sword and family.

Please accept our grateful appreciation for your kindness and sympathy tendered us during our recent bereavement.

Richard J. Dowling and family.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.

Mrs. Victor Storm,
Solvig Storm.

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

William Pratt,
John Pratt.

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Ralph M. Wight and family.

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Howard S. Hanna.

We wish to thank Bird & Son and my fellow workers for the flowers and the kind expressions of sympathy received during our recent sorrow.

Roy Young and family.

The family of Michael F. Sheehan will always remember with deep gratitude your comforting expressions of sympathy.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

Master-Bilt 3 in 1 Thick Butt   Master-Bilt Weather-Tex Thick Butt
Custom Built   NEPONSET Twins Thick Butt
NEPONSET Double Twins   American Double Twins   Loc-Set   Hex-Twins   Individuals
Lock-Butt   Giant Individuals
Tri-tab Hex   Copper-clipt
Art Wall Siding   Weather-Tex Siding   Art-Bric Siding
BIRD Insulated Bric-Siding   BIRD Insulated Weather-Tex Siding

BIRD Roll Roofing

Paroid   Art-Hex   Mineral Surfaced   American Ready   Old Reliable
Universal   Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black   Saturated and Coated   Super Sheathing   Economy
Refrigerator Insulating   Reenforced Kraft Paper   Duplex Kraft

BIRD Wallboard

NEPONSET Wallboard   American Wallboard   Art Craft Wallboard
NEPONSET Tileboard   American Wallboard, Green One Side   Poster Board

BIRD Specialties

BIRD Built-up Roof Materials   BIRD Deadening Felt   Tarred Felt   Asphalt Felt
Plastic Cement   Roof Coating

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE
BIRD NEPONSET Rug Border
BIRD Economy Rugs   BIRD Economy Floor Coverings   BIRD Economy Hall Runner
BIRD NEPONSET Hall Runner, Armored with BAKELITE
BIRD Lining Felt   Economy Lining Felt   BIRD Saturated Felt   Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering
Patterned   Plain   Jaspé   Chromasets
BIRD PERMATRED Floor Covering and Tiles

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases
BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons   NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes   Plant Bands

Special Papers Division

Index Pressboard   Socket Lining Paper   Rocket Paper
Cartridge Paper and Wad   Fusee Paper
Chip and News Boards   Mill Wraps and Heads
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper   Toe Cap Felt
Innersole Board   Cloth Board
Wet Web Saturated Papers

BIRD & SON, inc.   Established 1795   EAST WALPOLE, MASS.

BIRD
NEPONSET
PRODUCTS
TRADE
REG. U.S.
MARK
PAT. OFF.
WATER PROOF

{List of Bird Products on Inside Back Cover}

BIRD

AUGUST

VOL. 27 NO. 4 1939

NEPONSET REVIEW

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plants
East Walpole, Mass. Phillipsdale, R. I.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass. Chicago, Ill. Shreveport, La.

Officers

Chairman of the Board, Charles S. Bird

President, Benjamin H. Roberts
Vice-President, Richard C. Floyd
Vice-President, Charles W. Conrad
Secretary and Treasurer, Axel H. Anderson

Advisory and Consulting
Philip R. Allen
Elmer H. Bartlett
Philip H. Bailey

Directors

Philip R. Allen
Axel H. Anderson
Philip H. Bailey
Elmer H. Bartlett
Charles S. Bird, Jr.
Charles W. Conrad
Richard C. Floyd
George C. Lee
Edwin M. Lines
Harrison F. Lyman
John R. Macomber
Benjamin H. Roberts
Benjamin D. Rogers
Allen H. Russell
H. Eugene Sawyer, Jr.

Executive

Treasurer and Comptroller, A. H. Anderson
  Assistant Secretary and Treasurer, W. C. Ahlgren
  Assistant Treasurer and Credits, D. E. Merrill
  Assistant Treasurer, H. E. Davenport
  Auditor, H. S. Whitney
Purchasing and Traffic Agent, A. H. Russell
  Assistant Purchasing and Traffic, M. J. Hawkins
Director of Personnel, B. D. Rogers
Director of Research, E. M. Lines

Sales

Director of Sales, R. C. Floyd

Sales Manager Paper Products Division, A. M. Claffee
  Sales Manager Box Division, C. H. Andrews
  Sales Manager Carton Division, A. M. Claffee
  Sales Manager Paper Division, A. M. Claffee
Sales Manager Roofing Division, E. L. Chamberlain
  Manager Central Division, S. C. Traudt, Jr.
  Manager Eastern Division, W. E. Hale
  Manager Northern Division, Rogers Weed, Jr.
  Manager Southern Division, A. D. Kilham
  Manager Southwestern Division, R. D. Peterson
  Manager Western Division, W. W. Wilson
Sales Manager Flooring Division, H. E. Sawyer, Jr.
Sales Promotion Manager, L. S. Wright

Manufacturing

Director of Manufacturing, C. W. Conrad

Assistant to Director of Manufacturing, P. N. Hills

General Superintendent Paper, Box and Carton Divisions
R. A. Wilkins
  Superintendent Paper Division, J. J. Burke
  Superintendent Box Division, A. D. Colburn
  Superintendent Carton Division, R. L. Tupper
  Plant Engineer, J. A. Sheehan
  Chief Chemist, E. L. Connolly
  Chief Research Chemist, H. T. Barker

Superintendent Felt Division, T. G. Henderson
  Assistant Superintendent, R. H. Salisbury
  Chief Chemist, A. H. Chamberlain

Superintendent Flooring Division, R. M. Wight
  Assistant Superintendent, B. H. Bailey
  Chief Chemist, J. J. Bradley, Jr.
  Chief Research Chemist, J. E. Graham

Superintendent Eastern Roofing Division, M. R. Beasley
  Assistant Superintendent, G. E. Smith
  Chief Chemist, F. P. Reynolds

Western Manufacturing Manager, J. G. Young
  Superintendent Chicago Plant, Erich Gach
    Assistant Superintendent, J. F. Matcha
    Chief Chemist, J. F. Comiskey
  Chief Chemist Shreveport Plant, R. N. Potter

Branch Offices

New York, Chicago

Warehouses

Baltimore, Brockton, Buffalo, Cincinnati, Chicago, Detroit, East Walpole, Kansas City, Minneapolis, Norwood, Philadelphia, Savannah, South Kearny, St. Louis

A crowd watching the printing of floor covering at No. 1 machine.

On the Cover — Everybody enjoyed the fascinating process of cutting blocks for our Flooring Print Machines.

2500 VISIT OUR PLANTS

WEDNESDAY, June 28th, is a day which will long be remembered by every Bird & Son worker and by the hundreds of our friends who accepted our invitation to see the plants in operation. With fair skies and the best of June weather to favor us, everything went off like clock-work, from the moment the first visitor stepped inside the gates at twelve noon until the last one had departed at about 10:30 that night. It was a fine job of organization right straight through. The routes through each plant were well mapped out and easily followed, the parking arrangements and the bus service left nothing to be desired, and the courtesy and helpfulness of all the guides and all those at work during the visiting hours have brought high compliments from scores of visitors.

> **HOW DO YOU LIKE IT?**
>
> THE *Neponset Review* comes to you this month in a new cover, designed by Stewart Halladay of the Art Department at the Flooring Plant.
>
> It is quite a radical change from our old style cover, both in layout and lettering. You will notice that it has been designed so that a different picture can be inserted each month, for variety and interest. We hope you like it, and we would like to receive your comments on it.

Everything was so well handled that it was difficult to realize that more than a thousand people had passed through our gates before five o'clock and that before the day had ended the total count had reached well over 2500. With route sheets in hand, friends, relatives and Bird workers from other divisions, followed the directional signs to whatever parts of the mills interested them the most, in many instances seeking out particular friends at work or the machine which some relative operated. Hundreds of Bird

Mrs. Charles Sumner Bird, Sr. was one of our distinguished visitors. She was welcomed by Mr. Roberts, President, and Mr. Conrad, Director of Manufacturing, on this occasion. It was sixty years ago in June that she first established residence in East Walpole.

Joseph Magnani, Roofing Plant, takes his two daughters Mary and Linda to see where their brother Levio works in another department at the Roofing Plant.

workers, some of them with many years of service, saw for the first time the operations in the other plants than their own, and a great many more took advantage of the day to bring in their own families and personally conduct them through the plant. Children, with eyes and ears wide open, got a real thrill in "seeing where daddy works", and wives, sweethearts and friends were no less impressed.

Without doubt the great success of the day was the result of wholehearted cooperation from everyone. It was evidenced in the thorough preparation, the fine clean appearance of all the departments, the fine exhibits of our products, especially at the Flooring and Roofing Plants, and the splendid spirit of the many workers in each plant who put in many long hours of work in preparation and in seeing the thing through on visiting day.

The pictures on the following pages were taken during the afternoon and evening of visiting day. They tell the story better than many columns of words.

PACE
VED
CTOR

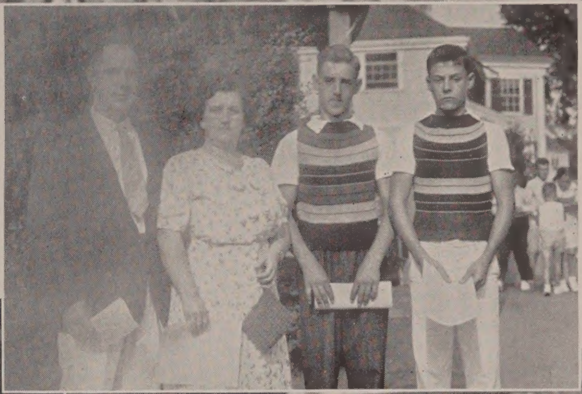
The first visitors of the day Mr. Wright and Mr. Harve and his son of Quincy, receiv their route sheets promptl at noon from Hilda Zimlic and Helen Shimsky, at th East Walpole gates.

Efficient guides who handled the parking at the East Walpole Athletic Field. Left to right — Claude Smith, Carl Wenstrom, Eino Heikkila, Ernest Field, Ludger St. Cyr, Chester Porter, Andrew Center, Arthur Vincellette and Albert Smith.

Boarding the bus at East Walpole Square.

up starting out near the East Walpole
gate.

Harvey Hayward, Flooring Plant worker, visits the Paper Mill with his family. The two boys are Stanley and Horace.



, kids, look at this!" This group is fascinated
e paint mixing operation at the flooring plant.
the samples of shoe cartons.

A group entering the basement floor of No. 2 Box Shop.

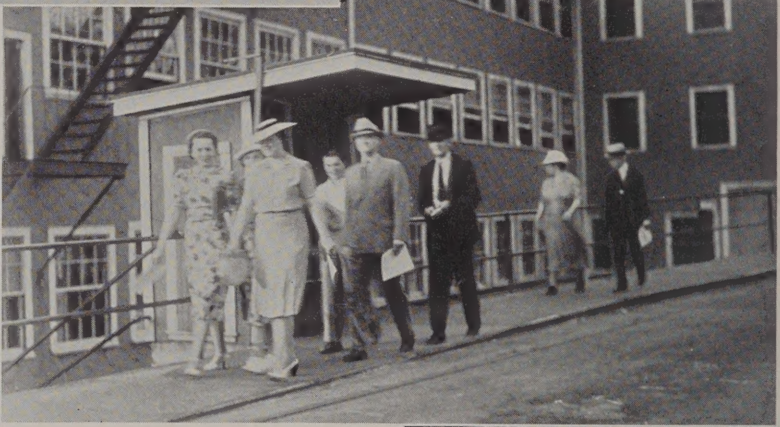
John Pratt shows a group at the Roofing Plant how felt is handled at the Shipping Platform.

Unloading from a bus at the Roofing Plant.

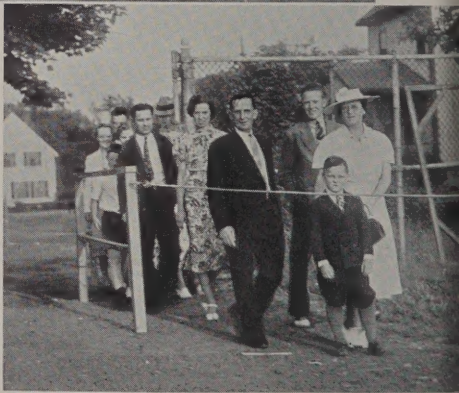
FB 12
WATCH
YOUR
THE GUIDES
WILL GLADLY
ANSWER YOUR
QUESTIONS?

Entrance to the Shingle Machines at the Roo
Plant.

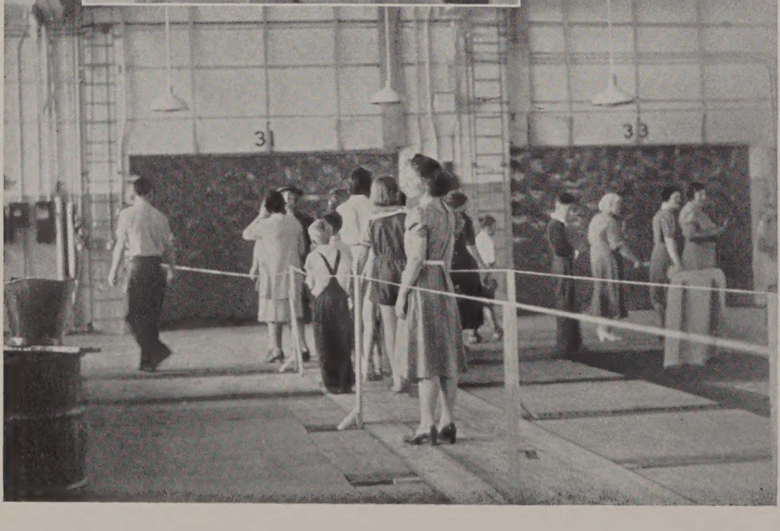
President B. H. Roberts and his party visit the plant in the evening.



John Malacaria shows his family the machine where he works at the Flooring Plant. Left to right are — John, Mrs. Malacaria, Catherine, Michael and Andrew.



A group of visitors
turning to their cars
the parking space a
completing the trip.



Watching the operations at No. 5 Flooring Print Machine. In this room was a splendid display of Flooring products.

TWO MEN RETIRE

Joseph P. Farrell, first employee to be retired at Phillipsdale.

JOSEPH FARRELL

ON Friday afternoon, June 2, most of the maintenance men and representatives from all other departments met in the Phillipsdale Brigade Room to congratulate the first man to be retired from the Phillipsdale plant. At his own request (because of poor health) Joseph P. Farrell was about to be placed upon the pension roll of Bird & Son and was working his last day with the company.

As a token of the esteem with which he is held by his fellow workers Joe was given a well upholstered morris chair in which to rest when he is through doing the work Mrs. Farrell sets him to around the house.

In presenting the chair Mr. Henderson spoke of the great regard all the men at Phillipsdale have for Joe and also of the changes which have taken place at the mill since Joe started to work here. Joe was one of the earliest employees of Bird & Son at Phillipsdale. He came with the company as a piper shortly after Phillipsdale started. Anyone who worked in the maintenance crew—especially the pipers—in those days had lots of opportunity to spend time at his work. A "forty hour week" was often spent on the job just over a weekend and the men often had nothing at all to do after Sunday midnight or later until 7 o'clock Monday morning.

Not long after Joe started here he was made boss piper and it was under his supervision that most of the improvements and changes in our extensive piping system were made.

Joe has always been well liked and respected, not only at the mill but also in the community. We will be sorry to see him leave us and hope he will come around to see us occasionally. We wish him many pleasant years in which to enjoy his pension.

Andrew C. Urquhart, former Head Millwright, who retired as of July 1, 1939.

ANDREW URQUHART

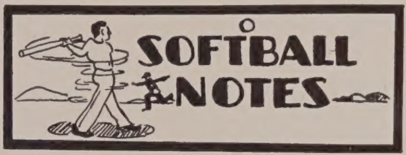
ON July 1, Mr. Andrew C. Urquhart, formerly head millwright at our East Walpole Maintenance Department for many years, retired after completing nearly 43 years of active service. He came here at the age of 26 as a member of our repair crew and soon demonstrated that he was a very able millwright. He has been in charge of this work since about 1900.

For ten years he was president of the Neponset Credit Union, on whose board he served from the time the Credit Union was started in 1913 until he retired from the office of president in 1933. He was also an active member of the Employees' Mutual Benefit Association.

Although he has been unable to work for a number of months, we are glad to report that he has regained a measure of health and is now enjoying a vacation in Farmington, Maine at the home of his daughter, Mrs. Ryan. He and Mrs. Urquhart make their home on Pleasant Street in East Walpole and he expects to return there this fall, where he can visit with old friends, and, we hope, make an occasional call at the mill.

All his many friends who remember his kind services through the years and his ability as a worker, wish him a pleasant vacation this summer and many more years of happiness.

William Percy, Roofing Granule Plant, went fishing at Inverness, Nova Scotia last summer; as you see he found one little fish, not three.



SOFTBALL NOTES

By Robert McIntosh

THE first half of the men's inter-departmental soft ball league has just ended with the Floor Covering Team winning the A league, and the Roofing topping the B league.

All of the games in the A league have been close. Floor Covering Team lost only two games, both to the Box Shop. The second half of the A League season has started with Roofing edging out a win over the Box Shop by a one run margin.

In the B League, first half, the Roofing Team showed a surprising record of no defeats. The second half of the B League season is just getting under way with every team out to equal that record.

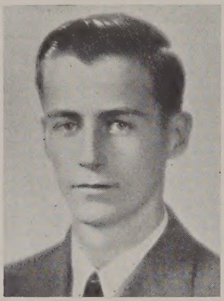
Both leagues will have play-offs between the winners of the two halves unless both Floor Covering and Roofing again win their respective league titles, sometime in September.

The Bird & Son Soft Ball Team, although off to a slow start in Sunday exhibition games, seems to be tightening up to last year's form and now boasts four wins and no losses in the Norfolk County League games. It looks as though there is a good chance the team will again be in the State Championship playoff.

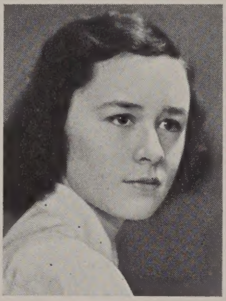
Barbara Marie Meyer and Helen May Meyer, twin daughters of Frank Meyer, Printing Department. Age 18. Graduated from Walpole High June 16, 1939.

CONGRATULATIONS TO THESE GRADUATES

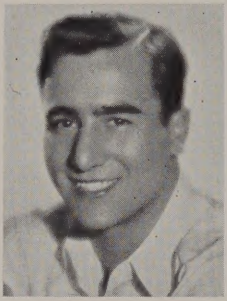
No. 4 is Red John McLeod. Age 17 years. No. 1 is Jack Timmins, Jr. Age 18 years. Both graduated from Walpole High on June 16, 1939 and were star athletes all four years at school. McLeod was captain of this year's baseball team and Timmins captain of the Hockey team. Both played on the Bay State League All Star Hockey Team in 1939. They are holding the Lawson Trophy donated by Coach Lawson of Framingham High School. It is being contested for by the Hockey Teams of the Bay State Hockey League and becomes a permanent trophy of the team winning it three times. Walpole has won it twice. McLeod is brother of Robert McLeod in our Payroll Department and Timmins is the son of John Timmins, Draftsman.



James Moylan, 17 years, graduated from Walpole High School, June 16, 1939. Son of John Moylan, Paper Mill.

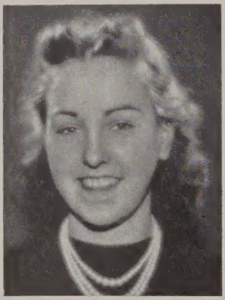


Phyllis J. Rivera, age 18 years. Graduated from Brockton High School in June 1939. Daughter of Irene C. Rivera, Accounting Department.

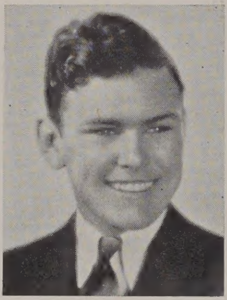


Walter LaCivita, age 18, graduated from Walpole High School, June 16, 1939. Brother of Louis and Frank LaCivita.

Robert T. Gordon, 19 years, graduated Norwood High School, June 6, 1939. Son of William A. Gordon, Roofing Plant.

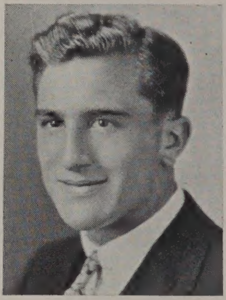


Mary Sironka, 18 years, graduated Norwood High School, June 6, 1939. Sister of Helen Sironka, #1 Box Shop.



John W. Heylin, 18 years, graduated from Norwood High School, June 6, 1939. Son of David Heylin, East Walpole watchman.

Mary O'Day, 18 years, graduated Norwood High School June 6, 1939. Sister to Hannah O'Day, #1 Box Shop.



Louis J. LaCivita, age 24. Studied at Boston College for two years; at M.I.T. for one year; at Portia College of Liberal Arts and Law for one year. Graduated from Portia in June 1939 with Bachelor of Arts degree. Now works at our Flooring Plant. His brother, Frank, works at No. 2 Box Shop.

Frances Sears, 17 years. Graduate of Norwood High School June 6, 1939. Daughter of Edward J. Sears, Roofing Plant.

FIRST AID

By Perley Mudgett

THE First Aid Team made a good name for itself and everybody had a good time at the Massachusetts State Safety Council Safety Contest held June 15 at the Massachusetts Institute of Technology in Cambridge.

Our team tied with Cities Service Company's team for second place in the big competition held that day. First prize was taken by Socony Vacuum team and a handsome bronze medal was presented to each member. Each man on the team in second place will receive certificates.

The men on our team, though beaten, are far from discouraged, and feel that they profited much from their experience. "The next time will be different", says they. Let's hope it is different in the right direction!

After the contest a nice buffet supper was served in the Walker Memorial building followed by the regular Massachusetts Safety Council Meeting and an interesting talk by a lieutenant of the Boston Police Force on the history and success of the Junior Police Organization.

This contest closed the activities of the First Aid Club for the present season. The club of advanced first aid members will not meet during the summer months.

By Karl Wurzel

THE Bird Club Golf season is fast drawing to a close. In about a month we will know who the championship teams are in the girls' and men's divisions. The men's division will play its last match on Monday Evening, August 7th. The girls' league will close in the latter part of August.

The standing of the men's league up to July 17th is as follows:

Eagles	Won	Lost
C. E. Rafuse Team	36	18
L. T. Harriman Team	35	19
John Woloshyn Team	21½	32½
Karl Wurzel Team	15½	38½

Birdies	Won	Lost
Ernest Mann Team	39½	14½
Donald Frazier Team	37½	16½
John Andrews Team	16	38
Joseph Coburn Team	15	39

The two top teams in both divisions are having a very close race and both captains will have to have their full strength to stay in the running for the top prize at the close of the season.

Two tournaments have been held since the last issue of the *Review*. On June 24th, the men's league had their annual field day at the Sharon Country Club. On July 8th the men's and girls' league joined together in a mixed Scotch Foursome Tournament held at the Walpole Country Club. The results of these two get-togethers are as follows:

Eagles: Low gross team prize captured by the team captained by Chas. Rafuse, and second place to the Team captained by Lou Harriman:

First: Charles Rafuse, Benjamin Baronowski, A. W. Smith, A. W. Mellin.

Second: L. T. Harriman, Oliver Sherburne, Kenneth Rouillard, R. F. McIntosh.

Birdies: Low gross team prize captured by the team captained by Joe Coburn and second place to the team captained by John Andrews.

First: Joseph Coburn, Roger White, Clarence Phillips, Richard Sprague.

Second: John Andrews, H. S. Whitney, M. E. Tarr, William McIntee.

Eagles: Most Birdies—Karl Wurzel; Most Pars—Karl Wurzel; Low Gross—Karl Wurzel.

Birdies: Most Fours—Roger White, Donald Frazier; Most Pars—Clarence Phillips; Low Gross—Richard Sprague, Donald Frazier.

The Mixed Scotch Foursome Tournament held at the Walpole Country Club with the following results obtained:

First: Hilda Rafuse—Karl Wurzel. *Second:* Marion Smith—L. T. Harriman. *Third:* Bertha Broadley—John Bradley. *Fourth:* Louise Percy—Blanchard Warren.

This tournament drew sixteen teams with a total of thirty-two players.

The Girls' league is having a very hot race for the top position. There is hardly one point separating the first two positions. But to decide who will win the race is up to the girls. They will have to hurry up and play their postponed matches.

(Special notice to the Girls)

The annual girls golf league field day will be held in the latter part of August. So hurry girls and get your postponed matches played off, so that the committee can arrange the Field Day.

CAMERA
CLUB

By Ralph Watson

THE regular June meeting of the Camera Club was held on the 20th. Mr. Joseph Guild of Dedham, pictorial photographer and member of the Boston Camera Club criticized the prints made by our members since January and made many helpful suggestions for improving our future work.

The New England Council of Camera Clubs held its second annual outing and banquet in Rockport and vicinity on June 25th, and this affair was attended by 17 members and friends of our club.

Intended to be a day of picture taking and other amusements in the picturesque Cape Ann section, followed by a dinner and lecture at the Rockaway Hotel in East Gloucester, the first part of the program was spoiled by rain, lasting nearly all morning. However, the turkey dinner went over very well, and the entire company enjoyed the beautiful Kodachrome color slides made and shown by Leonard Craske, famous artist and sculptor.

Prominent feature at the Rockaway was the photographic salon of nearly 200 prints, in which the Bird Camera Club had nine pictures. Regrettably, we report that none of ours received mention in the popular vote, but the competition was too great for us! We cannot yet produce work like that of members of the Royal Photographic Society, but we're improving. "Spaniels", a print made by Franklin I. Jordan, F.R.P.S., was away out in front. Mr. Jordan visited our club last January.

The outing gave us an opportunity to meet members of other clubs, and this opportunity was fully utilized, particularly with respect to members of the (we believe) Lynn Camera Club.

The Bird Camera Club does not meet during the summer months, but meetings are to be resumed in Sept.

SAFETY RECORD BETTER

WE have good news to report this month—only one lost time accident has occurred since the last issue of the *Review* appeared.

On June 7, Fred Morrison, a No. 2 Box Shop man was working temporarily in the Maintenance Department as a painter. While he was working from a ladder, a truckload of broke was pulled through the room and a piece of the broke struck the ladder causing Mr. Morrison to lose his balance and jump to the floor, fracturing his left heel as he landed. He is still out of work.

This was the only accident in June, and so far (July 25) we have not had any accidents at all during July.

The weather is too nice to be laid up at home or in the hospital with a painful injury. Let's stay healthy.

CARD OF THANKS

I wish to thank my friends in Bird & Son for their gifts and many kindnesses received during my recent illness. Everything was very much appreciated.

Lawrence Balduf.

Bill Conway in the driver's seat of the new Phillipsdale tractor.

BIRD NEPONSET REVIEW

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In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

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WHICH KIND ARE YOU?

Are you one of the chaps who can take his rap
And still not hit the floor;
Who'll stick by the gun till his task is done
And then look 'round for more?

Do you grin at your work or sulk and shirk
When the job seems hard to do;
Are you there with the grit to do your bit,
Can the boss depend on you?

Is your conscience clear, with nothing to fear
As you punch the clock each night;
When you leave the job, do your pulses throb
With the thought of a task done right?

Is it pleasure or dread when you pillow your head
And think of the coming day;
Do you breathe a prayer for strength to bear,
Does your job mean simply pay?

Just pause a bit and see if you fit
In the class that's pictured here—
For it's never too late to clean the slate
And start on a record clear.

—Frank A. Collins.

Submitted by Harry Miller, Berry Asphalt Co.

A REPUTATION TO KEEP

VISITING Day has given us all a new point of view about our company and the products we make. That day, more than ever before, many of us realized how highly we are regarded by our friends in the community.

We should not forget that in addition to these friends, we have thousands of other friends all over this country who have never seen the inside of our plants and who have never met a single Bird & Son worker. They are our friends because they have purchased our products and found them good. We depend on their continued friendship for our jobs and our weekly pay checks. If they don't like our products, they will buy somewhere else, advise their friends to buy somewhere else, and the company will soon lose business and we will all suffer.

It all boils down to the fact that we as individuals are largely responsible for the conditions of our own business. Each worker in the plant is directly responsible for a certain share of the production. When he puts good quality and good workmanship into the product, he he makes a friend for the company later on when those goods are sold. Every salesman and office worker builds up good will for the company by courteous and fair treatment of our customers.

As long as we continue as individuals to do our best to put out a quality product and be fair in our business dealings, we can look to the future with confidence. Honest workmanship always has brought, and always will bring, successful business in the long run.

HENRY CAMERON

HENRY CAMERON, a stationary engineer at Phillipsdale, died at the Rhode Island Hospital in Providence on June 11 after an illness of about two months.

Henry had been with us over fifteen years. He was a hard and faithful worker and well liked by both his superiors and his fellow workers.

He was born in Westport, Maine, 57 years ago but had spent most of his life in this part of New England. He was a member of Harmony Lodge F. & A. M. and Harmony Chapter, both of Cranston, R. I.

The funeral services on Wednesday, June 14, were attended by Chief Engineer Hawley and a delegation from the power department at Phillipsdale.

We extend our sincere sympathy to Mrs. Cameron.

J. W. WEEMS

THE production department in particular and the Berry Asphalt Company in general has lost an efficient and faithful employee with the recent death of Mr. J. W. Weems, our lease foreman, otherwise known as "Joe."

He had been with the company since 1931 when we took over the first crude oil production properties; and it was in a large part due to his efforts and ability that we have been able to continue year after year to expand from these first few producing wells to the point where we are now operating some 60 wells in what can be rightfully considered one of the toughest producing fields in the country.

We won't have an easy time maintaining our past record without him and we know that a great deal of any success we make of the job will be to a large extent because of what we have all learned from him and by working with him.

Joe's duties have been turned over to his brother, Ira Weems, who joined the company at the same time Joe did, and has shown his ability to come as near stepping into Joe's shoes as anyone we have, but there will still be a great many times when we will all be vitally aware that Joe isn't with us any more. Aside from being a mighty fine man for the Company he was a serious and energetic member of the Waterloo Methodist Church and in general an asset to the community. (R. N. S.)

SEND THEM IN

WE have already received quite a number of answers to the questionnaire included in the last issue of the *Review*, although not as many have come in yet as we had hoped.

If you still have your questionnaire, please fill it out now and send it in as soon as possible. We want your comments and suggestions.

The *Review* Committee is now studying the answers that have been received with the hope of putting many of the best ideas into use in the near future. A number of very fine suggestions have already come in and for them we are very grateful. We feel there must be other workers who also have suggestions to make and we hope you will send in your questionnaires as soon as possible. If you can't find your blank, send in your suggestion to GR on an ordinary sheet of paper.

Common sense is seeing things as they are and doing things as they should be done . . . most people who are credited with rare judgment merely have developed the uncommon gift of common sense.

VETERANS' LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during August and September, and of those who complete twenty or more years' service during these months:

August

Richard C. McCabe	8–14–1885	Retired	54
James E. Smith	8–17–1885	Paper Mill	54
Mary Friary	8– 1–1887	Retired	52
Frank Murphy	8–19–1895	Paper Mill	44
Hattie Willis	8–17–1896	Retired	43
John Sullivan	8– 3–1899	Maintenance	40
John Sheehan	8– 2–1902	Roofing Plant	37
Mary McKinnon	8– 9–1905	Box Shop	34
J. P. Balduf	8– 1–1906	Paper Mill	33
M. J. Hawkins	8– 6–1906	Asst. Purchasing & Traffic Agent	33
John Blazonis	8–15–1907	Paper Mill	32
Michael Coyne	8– 1–1908	Paper Mill	31
Gregalis Stonis	8– 7–1908	Paper Mill	31
John Wilkes	8– 8–1908	Box Shop	31
J. D. Countway	8–20–1909	Power & Steam	30
O. J. Goodspeed	8– 2–1910	Box Shop	29
Samuel Hunter	8–29–1910	Box Shop	29
Fred B. Duncan	8–24–1911	Maintenance	28
Ethel Havey	8–13–1912	Box Shop	27
Michael Costello	8– 4–1913	Roofing Plant	26
Leroy Fullerton	8–30–1913	Box Shop	26
Anthony Protasius	8– 1–1916	Roofing Plant	23
Michael Folan	8– 4–1916	Roofing Plant	23
Fred K. Kinsman	8–17–1916	Box Shop	23
Edmund F. Murphy	8–28–1916	Roofing Sales	23
G. W. Baker	8–10–1917	Roofing Plant	22
G. D. Smith	8–17–1917	Paper Mill	22
Helge Peterson	8–22–1917	Office	22
James E. Quinn	8– 5–1918	Roofing Plant	21
Antonio Antonelli	8–12–1918	Flooring Plant	21
Esidoro Polumbo	8–12–1918	Roofing Plant	21
Arthur B. Sprague	8–16–1918	Box Shop	21
Eugene L. Connolly	8–19–1918	Chief Chemist	21
Everett Brennan	8– 5–1919	Maintenance	20
Francis O'Neil	8– 6–1919	Box Shop	20
Bartley Curran	8–20–1919	Flooring Plant	20
Richard Stoddard	8–25–1919	Roofing Plant	20
Harvey Batten	8– 6–1924	Paper Mill	15
Henry Dowdie	8–11–1919	Box Shop	15
Frank Kissell	8– 6–1929	Flooring Plant	10
Stanley Phillips	8–12–1929	Roofing Plant	10
Walter Bisdnack	8–15–1929	Paper Mill	10
Charles Chorlton	8–19–1929	Roofing Plant	10
Carl Gustafson	8–19–1929	Flooring Plant	10
Clare Hayman	8–19–1929	Flooring Plant	10
Margaret Turner	8–19–1929	Office	10
Martin Scampini	8–26–1929	Flooring Plant	10
Robert Patterson	8–26–1929	Box Shop	10
Frank Lippolis	8–26–1929	Flooring Plant	10
John D. Smith	8–27–1929	Flooring Plant	10
A. Paliunas	8–28–1929	Paper Mill	10
Benjamin Beale	8– 1–1934	Box Sales	5
Evelyn McNulty	8–20–1934	Box Sales	5

Phillipsdale

Charles Cyranock	8– 4–1910	Plant	29
James Blessing	8–24–1917	Plant	22
Gatano Nanni	8–23–1918	Plant	21
Rose McKenna	8–16–1918	Office	21
Harold Hey	8–13–1929	Plant	10

Chicago

Lawrence Doherty	8– 7–1919	Plant	20
E. Joy Moore	8–18–1924	Plant	15

Shreveport

Richard Jonhson	8–23–1929	Office	10

Berry Asphalt Co.

C. H. Warmack	8– 1–1929		10
Cecil Garrison	8– 1–1934		5

September

A. C. Urquhart	9–10–1896	Retired	43
P. R. Allen	9–15–1898	Advisory and Consulting	41
Florence Holmes	9–25–1898	Retired	41
John Eppich	9– 5–1903	Roofing Plant	36
Patrick Coughlin	9–10–1904	Paper Mill	35
Antonio Paddock	9– 4–1905	Paper Mill	34
S. C. Traudt	9–15–1905	Roofing Sales	34
Michael Burke	9–22–1905	Paper Mill	34
Louise McFarland	9– 7–1908	Office	31
John Clancy	9– 7–1909	Box Shop	30
Louis Dalksever	9–20–1909	Roofing Plant	30
Michael Costello	9–26–1909	Paper Mill	30
R. C. Floyd	9–20–1911	Vice-President & Director of Sales	28
Herbert Jepson	9– 3–1912	Roofing Plant	27
Dominic Treventi	9– 5–1912	Roofing Plant	27
John Wosner	9–13–1912	Flooring Plant	27
James Sword	9– 9–1915	Roofing Plant	24
Roy Packard	9–13–1915	Roofing Plant	24
Wm. Koehler	9–13–1915	Maintenance	24
Wm. F. Sline	9–28–1915	Roofing Sales	24
John J. Burke	9–29–1915	Supt. Paper Mill	24
Gustaf Mauritz	9–13–1916	Roofing Plant	23
Samuel H. Kay	9–20–1917	Maintenance	22
John D. Hurley	9–24–1917	Roofing Plant	22
Victor Burrell	9–24–1917	Paper Mill	22
Mary Driscoll	9– 3–1918	Paper Mill	21
Mary Hickey	9– 3–1918	Office	21
Joseph Caspignano	9– 4–1918	Paper Mill	21
Herbert Badger	9–16–1918	Paper Mill	21
Ellen Ahlman	9–20–1918	Box Shop	21
J. F. Costello	9–23–1918	Maintenance	21
John Treciokas	9–30–1918	Roofing Plant	21
A. V. Wilson	9–30–1918	Office	21
Felix Glebus	9–30–1918	Flooring Plant	21
Maryan Wronski	9– 3–1919	Paper Mill	20
James Connors	9– 8–1919	Maintenance	20
Peter Taggart	9– 8–1924	Roofing Plant	15
Walter Downs	9–11–1924	Maintenance	15
James Hennessey	9–17–1924	Flooring Plant	15
Everett Tripp	9–18–1924	Flooring Plant	15
Salvatore Purpura	9–18–1924	Roofing Plant	15
Claude Smith	9–20–1924	Box Shop	15
Hilton Taggart	9–20–1924	Roofing Plant	15
Samuel DiFlaminies	9–22–1924	Roofing Plant	15
Arthur Doderer	9–24–1924	Paper Mill	15
R. Warren Graffam	9–29–1924	Flooring Sales	15
John H. McMahon	9– 3–1929	Box Shop	10
Myles R. Towle	9–16–1929	Box Shop	10
Natale Cordo	9–17–1929	Flooring Plant	10
Dorothy McEleney	9–18–1929	Office	10
Ludger St. Cyr	9–30–1929	Box Shop	10
S. B. Farris	9–15–1934	Flooring Sales	5

Phillipsdale

Frank Reed	9–30–1912	Plant	27
Joseph Silva	9– 3–1924	Plant	15
Manuel Oliver	9–30–1924	Plant	51

Chicago

Frank Marshall	9– 4–1934	Roofing Sales	5

Berry Asphalt Co.

A. T. VanPelt	9–22–1929		10

The following were omitted from the June list through error:

Norman MacDonald	6– 1–1934	Office	5
Velma Cobb	6– 4–1934	Office	5
George Dexter	6– 4–1934	Box Shop	5
Lillian Gardner	6– 4–1934	Office	5
Ruth Anderson	6– 5–1934	Office	5

APPENDICITIS

IT is spreading peritonitis, not appendicitis, that causes the majority of deaths commonly attributed to "appendicitis", according to Dr. John O. Bower of Philadelphia.

In other words, if the patient sees his doctor when first stricken with attacks of appendicitis, and if he follows the doctor's advice and submits to the operation at the time the doctor suggests, there is almost no danger at all connected with the operation.

The real trouble comes when people wait too long. Then the covering of the appendix, which has been keeping the infection localized, ruptures from the inflammation and permits the poisons to spread into the lining of the abdominal cavity, the peritoneum.

A bad appendix will give you warning by sharp pains. When that happens there are just two simple rules to follow: (1) See your doctor at once. (2) *Do not* take a laxative. Your doctor can tell at once whether you actually have appendicitis or not and whether an operation is necessary. If your trouble is appendicitis, a laxative is the *very worst* medicine you could take. Leave medicines alone, see your doctor immediately, follow his advice, and you will have no worries.

Bird & Son First Aid team — Runners up in the recent State contest held at M.I.T. Standing: Frank Eisenhauer, Captain, Charles Rafuse, Nelson Bartlett, Perley Mudgett. Kneeling, Roy Cooper, Harold Smith, Albert Gilmore.

PERSONAL NOTES

MAIN OFFICE AND SALES

Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman
Ruth Milliken
Vera Ransow
John Murphy
Dorothy McEleney

Barney Geigle spent his vacation touring Vermont in his new Pontiac. Judging from the card received, he had a real good time.

Mary Stone was a little bit different this year and spent a whole week in Williamsburg, Va. She had such a pleasant time down there that she is already making plans to return in September. One of these times she'll be coming back with a drawl.

Interoffice Correspondence:

Oliver Sherburne to Ludwig Harriman: I hereby apply for membership in the dubber's club, having duly performed the necessary duties and rites on Saturday, June 24, at the Sharon Country Club, in the august presence of Messrs. Harriman, Rafuse and Baranowski. These gentlemen will confirm my declaration that I performed all the necessary dubs, on tee, fairway, and greens, that would permit me to become a fully privileged dubber. I pray you to lend favorable ear to my petition. Your early reply would be appreciated.

Lou Harriman to Oliver Sherburne: Your application for membership in the Dubber's Club has been duly received and rejected because:

1. You have not yet learned to throw your clubs.
2. Your language is still too gentlemanly.
3. You have not shown proper disregard of the rules and etiquette of the game.

After you have met these requirements, your application will be given very serious attention.

Belated Welcome

We extend a hearty welcome to Jim Croak and Robert Anderson who recently came into our Accounting Department.

Alice Kniberg recently had her vacation, in the form of a motor trip to Minnesota and Kansas. She reports a very good time, and equally good trip.

Adam (Scottie) Scott made some flying trips to Fieldston during a certain party's vacation. Ain't love grand?

Margaret Sheehan, formerly of the Stenographic Department, was married on July 8th to Mr. Evald Swanson of Foxboro. They will make their home in Newtonville. They have the best wishes of all of us for a very happy future.

We all guess that the most surprising marriage was that of Eddie Fitzhenry to Miss Joan Bigelow, of Millis. But we do wish him all the good luck, congratulations, and best wishes in the world.

We were all very glad to see Mr. Altman and Mr. Soward here on their recent visit.

Miss Lyndon, from Chicago, was a recent visitor to the East Walpole offices, whom we were very glad to see, also.

Ruth Anderson reports a very nice vacation, one week of which was spent in the vicinity of Franconia, N. H. and the other week of which was spent touring Cape Cod.

Welcome to Margaret McDonough, newest member of the Flooring Sales department.

We are certainly glad to have Betty Lamore back "in harness" again. She has been ill for the past few months.

Bernice Bechunas, Purchasing Department, Gladys Wytones, formerly in Cartridge Cutting Department, and their friend, Shirley Sherkus enjoying a vacation at Beard Brook, Hillsboro, N. H.

Doris Pease is soon leaving us to become the bride of Mr. John Sullivan of East Walpole. We unite in extending them our heartiest best wishes.

Welcome to the two new Flooring Sales correspondents, Charles Holbrook and Bill Sawyer.

The Billing and Comptometer departments had a grand time on their annual weinie roast at Ocean Bluffs. The all important item of eating was followed by a very spectacular ball game. It hasn't yet been decided which was the victorious team, but it was a heap of fun wasn't it gals?

Dwight Colburn was given a farewell party at the Bavarian Hofbrau in Pawtucket, Thursday evening, July 20. There was dancing to Bavarian waltzes and polkas and all the girls wore Tyrolean hats. The orchestra seranaded Mr. Colburn as he was presented with traveling bag and desk set from the members of the department. He is leaving Bird & Son to accept the position of Treasurer of the Sharon Cooperative Bank. His place as Sales Service Manager is being filled by Henry Morgan.

Florence Nagle has not explained satisfactorily her black eye, and the same goes for Blanche Walukevich's skinned knees.

Bob Rodd is a bachelor—but only for a little while. His family is vacationing at Oldham Pond.

Jack Murphy has moved from Pleasant Street to East Rock Street.

Scottie Robertson is spending his vacation at Bide-A-Wee cottage at Minot Light, and is planning to entertain his department one evening at his cottage.

PAPER MILLS

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse
Jean Angus
Mary Driscoll
Peter Glebus
Joseph Jarlis
Donald Ross
John Wytones

Carolyn Delaney has just returned from a very pleasant two weeks in North Conway, N. H.

Perley Mudgett and family spent a week in July "daown hum" in Maine.

Carol Salvatorelli, Tony Aventuroso, Mike Uzdavinis and Michael Connors were among the multitude who vacationed at Home Beach.

We welcome Leona Paquette to the Cartridge Cutting Department and hope she will like her new work.

Hilda Zimlicki, our bowling star, became the bride of Steven Sluzas of Boston on July 22 at St. George's Lithuanian church in Norwood. The snapshot shown elsewhere was taken at Hilda's farewell party at noon on the day of her departure. Good luck, Hilda, and come back and see us sometime.

Catherine Robertson has returned after spending a week at Milford, Connecticut.

Ken Rouillard has returned from his vacation and took the same trip he has taken for the last two years. See Ken for details.

William Harper spent his two weeks' vacation in New Hampshire and Maine.

Joe Jablonski spent one week at the beach and one at the World's Fair.

"Babe" Connolly spent a week in Washington. Next year she thinks she'll try the climate in Alaska to see if it is more agreeable.

Anna O'Brien spent her week taking day trips.

Marshall Grant has traded his Nash for a new Buick, and John McLennan has purchased a 1939 Hudson.

John Seastrand spent his vacation with his family at Swift's Beach.

Kimble McEwen and family motored to Prince Edward Island.

We were all glad to see Larry Balduf around the mill the other day and hope he continues to gain his health back rapidly.

Fred Jonah spent his vacation very profitably—he painted his house.

Mary Nixon visited Old Orchard Beach recently.

Fern Rafuse and Edna McMahon have been "cape-Codding" the past few weekends.

The girls at the Finishing Mill have been waiting for a long time for a shiek to arrive. He finally came! We welcome Thomas Flood.

Pat Ruscitti is still out with a lame back. We hope to see you back soon, Pat.

Joe Jablonski has purchased a 1939 Ford.

John Maguire of #3 Machine turned his back on the Cape and spent his vacation at Nantasket and Revere Beaches.

Mike McDonough has sneaked away on his vacation—and nobody knows where he went.

Congratulations to Pietro Cisternelli of the Stock Handling Department on the birth of a daughter, Irene, on June 22.

We hear that Jack Countway has gone to the hospital, and wish him a speedy return to health.

John Yadisernia divided up his vacation—one week at home, one week at the World's Fair.

We are all glad to see Mike Yasonis back on the job after a long absence due to illness.

Catherine Robertson has a 1935 Ford Sedan now. It must be a good car. Not everyone could leave South Walpole at five minutes of seven and be on time for work.

And by the way, "Kate" would like her tools back, if the "borrower" is through.

We hear that John Thornell is knocking down fire plugs with his Studebaker for a pastime now. Take it easy, next time John.

Has everyone seen Tap Geary's new shoes? The very thing all jitterbugs wear!

We hope to see Veronica Dixon back with us soon.

PHILLIPSDALE

Rexford H. Salisbury
John H. Nolan
David S. Lowry
Leslie E. Howard

We were quite proud recently to have as a visitor Mr. Bird. We hope he liked Phillipsdale well enough to come again.

The week of July 16 was the quietest and most enjoyable week ever known at Phillipsdale. Three of the noisiest men were out on vacation together—John Nolan, Henry Phelps and Walter Gill. There were no tall stories of golfing, horse racing or fishing told that week. We all hope they can arrange to take their vacations together next year.

Joseph Silvia spent one week of his vacation at the World's Fair.

A few of the boys (mostly messengers) trying to see how many could get into two bits worth of photograph. Front Row, Kenneth Ross, Philip Anderson and John Burke. Back Row, Michael Burke, Adam Scott and Walter Surette. If the picture looks a little foggy, it was because it was a dark night at the beach that day.

Lewis Jennings toured the White Mountains on his vacation. He gained about ten pounds so will soon be able to roll as well as walk.

The wedding procession that left our mill yard on the morning of June 14 was led by Herbert Black but he didn't know it. The boys had a sign fastened to the front of his machine which read "JUST MARRIED" and about a dozen machines followed him blowing their horns and causing quite a commotion. It was the first time Herbert had brought his machine to work and now he says it will be the last.

Walter Gill came to work recently with a new pair of shoes on. The boys kidded him so much about them squeaking that he doesn't wear them any more. He is going to wear them around Ocean Grove until they are broken in.

We were very sorry to hear of the death of Andy McConnell's brother Arnold.

For some reason or other the looking glass in the boiler room washroom became severely shattered. We have heard several reasons why this happened. One was that Sharkey saw a "fly" walking across it which he hit with a hammer and another cause which has been given was that there were too many tough looking gentlemen in the boiler room and the glass couldn't take it. Oscar says that all is well now, however.

On Sunday, September 3, most of the employees of Phillipsdale are going on a real old time Phillipsdale outing at Chopmist Hill in Chepatchet. After a luncheon at one o'clock there will be a program of sports and then a real chicken dinner at five. Andy Oates is chairman of the committee and he hopes to have pretty close to 100% attendance.

We hope to see Bill Conway back to work again soon. He injured his ankle in an automobile accident recently.

BOX FACTORIES

NO. 1 BOX SHOP

John P. Walsh
John Phelan
Earl Boyden
Helen Sironka
Richard Sprague

George Dexter spent his vacation, money and energy at the New York World's Fair. We don't know just why he went but we understand that he was looking for a way to prolong the life of his chariot.

W. J. Downing was another World's Fair visitor. He took in the Agricultural section only.

Francis Walsh visited in Delaware and New York City.

Ralph Watson fished out Lake Maranacook over the July 4th holidays. He is getting in trim for his vacation at Sebec Lake in August.

Paul Curran spent a week-end at Hampton Beach and he reported a very hot time. So hot in fact that he roomed at the Norwood Hospital for a couple of days.

Herman Lauble is back with us again after being laid up for about 8 months due to an injury to his hand.

There is a new color combination at the Box Shop. Walter Brown and Brownie Green are new members of the Combining Department.

John Barrett is going to take us down to the beach some night. When and where we don't know.

Jack Cononi must be worrying about something real bad, because he has lost quite a bit of weight.

Sophie Sienkiewicz spent her vacation visiting various beaches.

A commercial photographer was in our office one day last winter, and before you knew it he had this picture taken of Gertrude Brady, seated at our Information Desk at the Main Office.

Emilie Carr was more interested in what the neighbors were wearing the night the garage was on fire than she was in the fire!

Just a last reminder to Eddie Morrissey before he takes the fatal step on August 26:

You're your own boss 'till you're wed;
Then your golden freedom's fled.

We thank Harold Higgins and John Dempsey for the comical cards they sent us. Next time you send a card, disguise your handwriting, boys.

Lena Koestner is quite a polka dancer. She won first prize doing the polka at her favorite hide out.

Ken Towle returned after 3 weeks' vacation at Prince Edward Island.

Harold Watson is spending 2 weeks back home in Aroostook County.

Joseph Keefe is vacationing with relatives in Prince Edward Island.

Ralph Farris spent his vacation at Rangley Lakes in Maine.

Bill Murphy spent a recent week end at the World's Fair.

NO. 2 BOX SHOP

Olga Eysie
Alma Walsh
Josephine Rose
Rose Ruggiero
Alice Brady
Vaughn Allen

Delia O'Donnell spent her vacation at Duxbury.

A group of girls from the vicinity of Walpole and Norwood were spending their vacations in New Hampshire. Walter Hartig happened to drive by them one night and they yelled at him. But would he stop or look around? No sir, not Walter! Guess he figured some of them thar New Hampshire gals were trying to pick him up or something. He stuck his nose in the air and drove along. He's been hearing about it ever since.

Helen O'Malley is enjoying two weeks at Fieldston.

Catherine Collins has returned from a three weeks' vacation spent in Nova Scotia. She enjoyed herself tremendously. No place like home, eh Kate?

Helen Ceglarski enjoyed her vacation spent at Hampton Beach. Some tan you've got, Helen!

Betty Doane is now recuperating from an appendix operation at the Norwood Hospital. We wish her a speedy recovery.

Ernest Stather had a "couldn't-be-better" vacation at Swift's Beach.

Howard Young and Leslie Hall, we find, spent their vacations in Maine.

Michael Sadoway is vacationing at Onset with Bud Shusta. No doubts about the good time they are having.

Snapshot taken of a farewell party for Hilda Zimlicki, Cartridge Cutting Department, who left last month to be married. Standing: Josephine Eysie, Janey Heaver, Helen Shimsky, Mary Driscoll, Hilda Zimlicki (bride-to-be) Mary Kelley, Julia Lewis and Margaret Owens. Front Row: Anisim Nikituk, Lillian Balduf and Helen O'Malley.

Vic Taggart is vacationing at Nova Scotia.

Fred Morrison is still out with his fractured foot. We wish him a speedy return.

We understand Joe Smelstor enjoys moonlight sails—and how!

We welcome Joseph Burke to our Shoe Carton Department.

Rose Tronti had an enjoyable vacation at Lynn and its suburbs.

Tom Finn says he didn't do much of anything on his vacation, but enjoyed it just the same.

EXTRA! Hurry, ladies! Mike Moses has now got a radio in his car.

We hear that softball is the sport where you can play ball and have fun at the same time. If you don't believe it, ask Jack White and Eino Heikkila what happened when a fly ball came out to center field.

We want to know who has the horse at No. 2 Box Shop, because every once in a while we hear, "Hi, ho! Silver away Yi! He!"

Frank Hartig is enjoying the breezes of Hampton Beach.

We offer our deepest sympathy to Mr. Tupper in the passing of his brother.

If anybody wants legal advice on assault and battery cases, consult Frank "Congressman" O'Neil.

ROOFING MILL AND OFFICE

Arthur McKenna
Harold Mattson
Stanley Phillips
William Percy
John White
Bruce Farrar
Maxmillan Rabinovitch

Emil Anderson is now installed in his newly-constructed home on Elm Street, Walpole.

Frank Campisano spent a weekend at the World's Fair recently. He says that the Italian pavillion is the best one there.

John Perekslis spent his vacation cruising through Maine and New Hampshire.

John Brooks vacationed at Prince Edward Island.

Hugh Gardiner vacationed at Old Orchard Beach, and Ed Wenstrom basked at Beechwood Beach, Maine.

Congratulations to Henry Ecklund. He spent his vacation honeymooning.

James Quinn and James Jr. visited Rockport, Mass., the site of a famed artist colony. Wonder if it was Junior's idea!

Well folks, get your sailing parties together. Our Captain Stanley Jurgelevicz has launched the S.S. Pontiac.

Everett Jarvis has purchased a 1936 Plymouth Coach. The roads will burn up between Walpole and Norton now!

William Slattery is spending his vacation at the different lakes in surrounding towns.

By unanimous vote of the boys in the Shipping Department, Joe Swasey has been appointed custodian of the three tiny kittens which "arrived" at our stock shed on July 19. All are doing well.

From all accounts, Dick Stoddard's log cabin now under construction up at Denny's River, Maine, will be a "humdinger" when completed. The boys are beginning to look for invitations to attend the house-warming.

The Roy Smith's and the Stanley Phillips' spent a week at Hampton Beach.

We are glad to see Fred Feaver back at work after a long illness.

John Marcellus, formerly of the Granule Plant, paid us a visit recently. He is now a radio operator for an air transport company in Oklahoma City. Incidentally, he flew here from Oklahoma.

The sample department softball team is undefeated after completing the first half of the summer schedule. Keep it up, boys.

Ralph Kemp has returned after spending part of his vacation in Vermont.

Herbie Snell and his family spent one week with relatives at Eastport, Maine.

Tony Campisano is back to work, having had two weeks' vacation at different beaches.

For the first time in ten years Luigi Carrieri did not spend his vacation in Providence. He went to the World's Fair.

We are glad to report that Enrico Macchi who has been sick for some time, is planning to come back to work very soon.

Although the resemblance is not very plain to us, we hear that Bill Angus was mistaken for Warren Manson's father the other night. Hello, Pop!

Most of the guides during the recent Visitor's Day looked very tropical in their helmets. We hear, however, that Charlie Chorlton's ears were quite tired after holding his hat up for eight hours.

Mike Baranowski has given up the outdoor sports of hunting and fishing and is having his fun indoors. Rumor has it that the lady's name is Helen.

We were sorry to hear of the death of Philip McCartin's father and we extend to him our deepest sympathy.

Ray Bearce was recently in a collision which damaged his car. Ray was fortunate to escape without any severe injuries. Now, however, he is having an even more difficult time trying to escape from scores of automobile salesmen.

Softball is rapidly becoming a dangerous game. Roy Smith broke a bone in his hand in a recent game. When asked about it Roy said, "Nothing rougher than tiddlywinks for me from now on!"

Most of the boys are now back from their vacations. All the seacoast from Eastport to Sandy Hook has been covered. Of course, some made their annual pilgrimage to the mountains, New Pond and Francis William Park. Everyone looked ready to go back to work for another year.

Our strawberry baron, Granville Baker, is in a very sorrowful mood. Between the flood last year and the frost this year and hungry poultry on the loose all the time, the strawberry business is in a depression. Mr. Baker says he will recoup his losses next year, Nature willing.

We extend a hearty welcome to our two new office boys—Mike Treventi and Leo Murphy. May their future be both bright and prosperous.

Since his recent marriage Ernest Zinkowski has not been seen playing softball. We wonder if he really does wear the pants in his family, as he says.

Jack Bailey is heading for the old camping grounds in the hills of New Hampshire, where he will spend two weeks.

Herb Snell is sporting a 1937 Pontiac Sedan.

John Mattson has returned from a one week's fishing trip at Green Harbor, Mass.

Harry Dresser paid a flying visit to the World's Fair.

Stanley Phillips, William Dropski, Bob Ellis, William McLau[illegible]lan, Andy Wright,

Here are the boys who won the recent Norfolk County Bowling Tournament mentioned in the last Review. Left to right — Amedio DiFlaminis, No. 2 Box Shop; Earle Higgins, Flooring Plant; Julius Aukstolis, Roofing Plant; Paul Calderone, Roofing Plant; and Francis Nevins, Flooring Plant. They are wearing the jackets won as prizes.

Wally Manteuffel, Rolly Altman and Harold Altman of the Chicago Office.

When thoughts are on vacation bent
And when that glorious time is spent
In hooking specimens like these
Tell me, what could be sweeter, please?

Harry Bellew and Jack White all attended the Scottish All Stars vs. New England All Stars Soccer game played at Cranston Stadium, R. I. Tommy Florie, former Bird & Son star, played for New England.

A few vacations in the shipping department—

Charlie Savage—a bus trip out west, visiting relatives en route, and also taking in the San Francisco World's Fair and the Hollywood Movie Colony.

Eddie Mingels, Wells Beach, Maine.

Dan Keady, the Green Mountains of Vermont.

Nestor Lammi and Dave Bader—New York World's Fair.

Philip Holden, Belgrade Lakes, Maine.

Ernest Zinkowsky has taken unto himself a wife. We wish the Mrs. and you the best of luck, Ernie.

Frank Reynolds and family spent two weeks at Bailey's Island, Maine.

We welcome Lester Tarbell to the Laboratory.

Frank Pennachio has returned to work after spending a week at Revere and Nantasket Beaches.

Eddie Wormald and his wife had their annual vacation at Hampton Beach.

Ray Monahan and Francis Nichols have returned after a week's vacation at the World's Fair.

Frank McMahon had his annual vacation at Swift's Beach. He also visited different points along the Cape.

Our Captain Stanley and Skipper Jarvis returned safe and sound after motor boating to the World's Fair in their home-made speed boat.

Our friend Tony Richardi has done gone and done it! Tony was married the 8th of July and will make his home on Washington St., East Walpole. Good luck, Tony!

FLOORING MILL AND OFFICE

Angelo Macchi
Thomas Paquette
Laurence Gammell
Leon Zinkowsky
Albin Vietze
Thomas Burns
Frank Shimsky

We hear from the girls at Hampton Beach that Carl Wurzel of the laboratory uses his State handicap card to identify himself.

Elmer Honeth spent his vacation on Cape Cod. He didn't say where, but mentioned Provincetown and something about swimming in the sand.

Charlie Letts visited the World's Fair and reports a very good time.

We hear that Arthur Costa now maintains a summer camp in Foxboro.

Laurence Gammell and family have just moved into their new home on South Street, Foxboro.

Anton Skinarri narrowly escaped serious injury to his hand when he gave it a big gash while mowing grass with a sickle.

Elliot Webber had his usual vacation; for particulars we refer you to him.

As far as we can make out, Evan Ostrom spent his vacation on the farm at High Plain Street.

James Porter toured all over the map, covering some 3500 miles.

William Barrett spent half his vacation in Old Orchard and the other half at the Cape.

We hear that Francis Sheehan was at the World's Fair recently and took a great deal of interest in the Fan Exhibit.

Thomas Elias was also at the World's Fair this year.

Nelson Phillips must be looking up good deer country already. He was in the Moosehead Lake region recently.

John Grenkevich went to a Polish picnic during his two weeks' vacation.

We understand Whiffle Ecklund is getting to be quite a mother's helper.

If anybody wants any summer squash see Bob Wilson. He's raising about two ton, and would like to have some taken away.

Ward Gowing reports that he likes married life. Well, after all, he's only been married six weeks.

We welcome all the new men who have come with us this summer and hope their stay will be a pleasant one.

Whatever you do, don't ask Lawrence White about his operation.

Lauri Palonen recently caught a twenty-two inch bass and a twenty-five inch pickerel at the Cape. (This is a true fish story)

Carl Rafuse has enjoyed a vacation in the hills of Vermont. This of course is not the first time.

We heard Thomas Cotter ask someone how many acorns there were on a small elm tree.

Joseph Gallagher was offered a contract to play softball after hitting 3 for 3. The paper was from a boy's school.

Edward Miller and Frank Shimsky were at Duxbury on the Atlantic for their vacation.

Bill Everberg is now a happy man. He has said "I do."

Horace Webber has been up to Nova Scotia and Canada. He claims it was rather warm here, so therefore he took the trip.

Andrew Rocca evidently enjoyed his vacation. The first day back he was smiling.

We are glad to have Steve Surkont back after a short illness.

CHICAGO MILL AND OFFICE

Gladys Davis
Raymond Gusick
Edward Stadt
M. C. Thompson

Vacation time to some of us is a thing of the past. Here are some vacations that will be remembered:

William Eby—fishing in Michigan.

William Fredericks—giving Detroit a treat.

Ernest Jacobs—eating fried chicken in New Orleans.

Edward Moore—waiting in Indiana for the day to start home and back to work.

Arlene Nigrilla, daughter of Louis Nigrilla, Chicago plant.

Harry Goudie—watching the monkeys at Brookfield Zoo.

James Stanek—fishing and sleeping in Indiana.

Louis Lance—in Michigan, wishing he was in Pittsburg.

Clemens Reithofer—showing the boys in Michigan how to play 66.

Levi Hosch—looking for 8-foot two by four's to brace up his tomato plants.

Shorty George—going on short trips (down to the corner and back).

Ben Cozzi—in the greatest vacation land in the country—Chicago.

Ralph Calhoun—going to and from David Calhoun's home.

David Calhoun—going to and from Ralph Calhoun's home.

James Cannon—the few days he spent in our famous Chinatown.

The Chicago Lab. is lost. The big cog of that machine is down. Now, Art Trudeau, was that nice to go and have an operation when there was so much work to be done? Here's hoping you will be back before long.

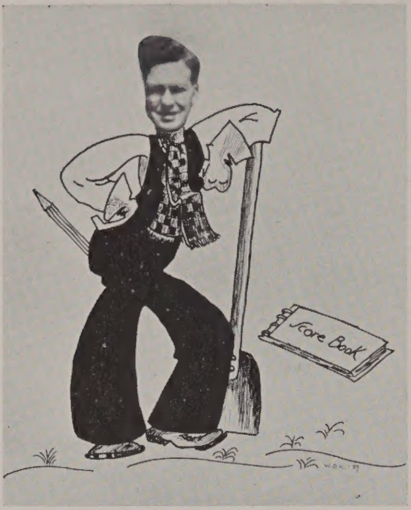
Fuzzy Crawford is also on the sick list.

We know who has been taking the cat's milk. If you want to know ask any of the boys in the sample room.

We understand Bruce Keller is starting up a glass factory. It is going to be known as the "Miller Glass Works".

Rob Rush recently had the thrill of being a "Constabule". He drove a squad car through the city at 70 per, and did he have fun!

Stanley Jurgelevicz, Roofing Plant, surf board riding at Lake Massapoag in Sharon.



We have here the score keeper for the Chicago Soft Ball Team. Folks at East Walpole may think they recognize Ray Young, but we cannot be sure, because they say he now goes under an assumed name to conceal his identity, in case some of the boys might be looking for him if he chalked up the wrong score. It's a tough life and a dangerous job, this score keeping business, and we wonder how he is able to sleep nights, the way the boys heckle him.

Did you hear the pet name Al Bohnenberger has for Bill Falstrom?

Ralph Reithofer claims he is going to take the fatal step next month. Don't try to kid us, Ralph.

Chink Davis came to work the other day wearing a big overcoat. You know these July days *are* pretty cold.

Herbert Schreiber owes his life to Edward Streich, we understand. He pulled him out of a stone quarry as he was going down for the last time. Nice work, Eddie.

It

Scene: En route west on Northwestern "400", which has all the latest trimmings, including stewardess.

Characters: W. W. Wilson, Erich Gach, and Al Berglund.

Entire cast sitting discussing business problems, with Al Berglund working out some advertising ideas.

Enter Stewardess: (very attractive) "How do you do, gentlemen, is everything all right?" (Then spies Al)

Next time around: To Messrs. Wilson and Gach: "Is everything all right?" (stereotyped phrase). To Al: (so sweet you could pour it over waffles) Are you comfortable? Are you an artist? You have some very good ideas. That work must be very interesting. Where do you live? etc."

Next time around: Same as above.

Next time around: Ditto second time,—only more so.

Next time around: Same, with perhaps addition of inquiry as to his health and suggestion as to the new sample covers for the Built-Up Roofing samples.

Now Messrs. Wilson and Gach are wondering whether they had pink tooth brush or something.

Perfect Ace

We understand Eleanor Bree intends taking flying lessons this fall.

Yippee

When Gordon Lampton was found sitting on the stove in the restaurant, he was asked, "Wassabig idea?" To which he calmly replied, "I feel at home on the range."

Slack Season

With Eleanor becoming so mechanically minded in learning to fly, looks like the boys in the office won't be outdone either. Have you seen Rolly Altman's pastel green "Phillips 66" suit and John Cozzi's baby blue "Joe's Garage" suit?

Hark Hark the Dogs Bark

When Burnett complained about having to go out to the mill with orders, he explained it was his corns. Tsk Tsk. That's why Mary Mac bought him some corn plasters. Why not try the correct size shoes.

SHREVEPORT MILL AND OFFICE

Grace Fuller — Charles Houghton
Robert Jenkins

After six months training in the Shreveport area, Albert G. Harper, Jr., has been transferred to the South Kansas Territory and will headquarter in Wichita, Kan. Congratulations Albert and best wishes.

Lucille McMurtry underwent a slight operation of the foot two weeks ago and we are happy to report that no serious complications set up. Lucille is now enjoying a two weeks' vacation at her home, MerRouge, La. and Arkansas.

Charles Duerson reports a swell time in New Orleans during his vacation a few weeks ago.

Gilbert McKean is a welcome new member to the Shreveport personnel in the Sales Department.

Mr. A. Brock, our south Louisiana salesman, brought four of his dealers to the plant a few weeks ago for a tour of the plant. Mr. F. C. Dyess followed with three dealers last week. They all seemed to enjoy their visit and received a lot of valuable information, that is when Dyess wasn't laughing so loud they couldn't hear what was being said.

We wonder why Mr. Soward avoids the dirt road on rainy days now??? Two days in a row he got a little bit wet, once trying to pass a tree, and the other on the Broadmoor pastures.

Among those noted at Belmmor-on-the-Mooringsport a recent holiday eve was Dave Province.

Willie Smith enjoyed his vacation by a visit to Port Arthur and Galveston, and did he get sunburned. Willie reports having seen "not caught" a large sea Bass while at Galveston, Tex.

Eight days so far in July as we go to press where the thermometer has gone over 100 degrees. 116 degrees last week on our shipping platform.

Frank Kruizenga had quite a time trying to scare a snake the other day. He uncovered one by his garage and for a minute things happened. But the snake lost out, although the length of the snake is still growing.

Why was Frankie Leon so red in the face and anxious to cover his arm when Ray Wolf took some visitors along the machine?????

Wally Bauer has quite a ranch now in Blanchard; a southern cowboy.

Johnnie Scheen has acquired a "new" car, goes 200 miles on eight quarts of oil.

L. Miller reports having had a good time visiting in Missouri and at Port Arthur, Texas, where he went deep sea fishing and caught a good case of "sea Sickness".

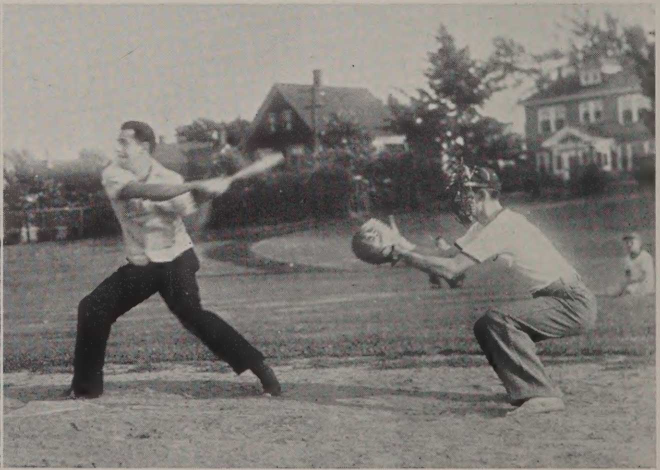
The Messrs. Frank and Jake Kruinzenga together with their family and several of the boys in the plant are planning a trip back to "Ye Ole Home Town"—Chicago.

BERRY ASPHALT CO.

Elmer May — Devere Wright
W. J. Liechty — Pearle Boswell

Marriages, vacations, tours, picnics and sports—we are having them all, but rain is

Joe Smelstor of the No. 2 Box Shop team chalking up another run in a recent softball game with the Flooring Plant. The fellow with the glove is Ernest Parciorkowski, Flooring Plant. In the background are Bartley Coyne, Flooring Plant, and the "ump", Bill Murphy, No. 1 Box Shop.



Arthur Walker, Jr., Flooring Plant, swinging, and Frank Eisenhauer, No. 2 Box Shop, catching. This looks like a home run in the making. How about it, Arthur?

our greatest need. We have seen some extremely hot days recently with temperatures of 106–8 and some of the boys really jump for dark places when their work rushes them too much.

We extend a very cordial welcome to Thommie Stevenson in the Laboratory Department and Homer Sarrett, assistant to Mr. Van Pelt.

Elic "Sid" Martin has been giving swimming lessons lately, mostly to his wife. Good luck, Buddy. Buddy just recently purchased an oil hog racer—1934 V-8.

Congratulations to Jess Hays on his advancement. Jess was formerly Pipeline Foreman but was transferred to Chicago office where he will begin work as salesman. By-the-way Mr. Hays is wearing "specs"—is it to look more business-like or is it that paternal feeling? (You guess)

The sports highlight is mostly baseball. The Willisville Oilers are going along fine with five games lost and six won. Rosston, a member of the Sand Lot League, due to their cellar position, has withdrawn.

Jimmie Clarke will have as his guest this weekend Miss Georgia Anderson, her mother and sister—They are of Indian descent and we have been watching for the Wigwam to go up.

"ADVERTISEMENT"

Highest market prices will be paid for goat or cow hides suitable for building a wigwam.—(Jimmie Clarke)

Rev. Davis and Martin completed a ten day revival at this place with several candidates desiring membership in view of baptism and by letter. We need more men like Bros. Davis & Martin and we all wish them God's richest blessings.

DID YOU KNOW THAT

Sid Martin has been chewing tobacco for ten years and doesn't yet know the price of a plug.

Thommie Stevenson didn't know that oil came out of the ground and that he thought asphalt was mined.

C. D. Oswalt has a new Chevrolet—How does she do "Church"?—Happy Motoring.

We are all very thankful to John Savage, who promoted the installation of the coco cola machine in the old office building. Those cold drinks sure give us a lift these warm days. If some one says to you—"have you got two nickels for a dime or five nickels for a quarter"—well, it isn't a joke, it is just a fellow wanting to patronize the coco cola machine.

Congratulations are extended to John Savage. He has recently become the proud father of a baby girl.

VACATIONS:

Elmer May and family carried his mother and sister on a vacation to Ft. Worth, Texas, and Northern Louisiana. He reports a fine time and good luck.

Herbert Marlar and family are in Sparkman, Arkansas, on their vacation.

C. T. Rollings has just had his vacation but hasn't reported his actions as yet.

Pearle Boswell spent a week's vacation in Texas and parts of Louisiana. She reports a grand time and thinks Texas a great state.

Slim Jinks started on a two weeks' vacation but after a week in Waterloo with nothing to do but wait for time to pass, he came back to work.

Lloyd Fairchilds, drum yard foreman, and wife Margaret, recently attended the World's Fair at New York City. This was their conversation just before leaving:

Margaret: I'd like so much to attend the Fair at New York.

Lloyd: Aw, Margaret, the city is too big, I've always lived in the country and folks would laugh at me.

Margaret: Oh! it would be a lot of fun, you would enjoy it too for there are so many sights and they have glamour girls too.

Lloyd: Glamour girls?—What are they?

Margaret: Well, I'd say a girl that has lot of "Oomph".

Lloyd: Come, come honey, I want to go to New York on account of I've never seen a "Oomph"!!!

SUGGESTION AWARDS

JUNE

THE following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of $10.00:

Additional Band Irons for Ovens—Antonio DiFalco, FFR

The following suggestions were classified as of Intangible Value and given awards of $5.00 each:

Change Dolly on #5 Machine—Pasquale Alberico, FBF
Splash Plate and Run for Paper—Joseph Bartell, FBPB
Change FX1 Order Route—Michael J. Burke, P Office
Steel Turntable for Soapstone Trucks—Louis H. DeBaggis, FBP
Move Chain Falls Track at FXRM-34—James DeChellis, FXR
Extension Line on #4 Asphalt Storage Tank—Camello DePlacido, FBB
Wooden Dummies on Belt Tables at FXC—John P. Dixon, FXC
Longer Spring for Johnson Boxes—William Gokey, EMP
Bearing Support on Saturation Rolls FBPM1—John G. Graney, FBM
Improve Jogging Board on FXRM13—Eino Heikkila, FXR
Split Guard on International Press—Robert Hood, EMM
Brackets on Paper Guide on FXRM-7-8—Anthony Montisano, FXR
Bell in Hanger—Patsy Sansone, FFD
Safety Lock on Pebble Mill—Kenneth B. Schofield, FFM
Improvement in Lifting Bar at 4/4 Waxer—Milford S. Ward, FFD
Safety and Efficiency Feature on Push Carts—Wm. F. Woloshyn, FF

Robert Hood, EMM and Patsy Sansone, FFD, were given additional awards of $10.00 each for having had five suggestions accepted.

JULY

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Reverse Head on FXFM-12—Earl O. Boyden, FXF
Improved Ends for Sheppard Platforms—John Broadley, EMM
New Turn Plate—Ray Chappell, DP
Heater for Asphalt Tank on Truck—James Costello, EM
Stamp Racks for Sample Room—John L. Cozzi, FC
Wider Rubberlike Table—Samuel DiFlaminies, FBPM1
Platform Over Asphalt Tank—John P. Dixon, FXC
Strainer at Drain in DMP3—Joseph Donovan, EME
Remove Wall at #1 Mill—Linwood Fifield, DMT
Left Hand Thread on Connecting Rod at FBPM5—John E. Folan, FBP
Use Export Wood Frame Cases for Bird & Son Shipments—Edw. Geraghty, EMW
Special Guard Over Gears Pulling Filler Conveyor—G. W. Gray, Jr., FS
Small Glass in Locker Room Door—George Hornof, FC
Improvement on Tubing Machine at FFR—Antonio Lacivita, FBE
Rack for Felt Boards—Virtrum Lawson, FS
Angle Iron Guard at Power Hack Saws—Howard C. Nelson, FFM
Clamp on Corner Trim Die—D. M. Patton, FBI
Put Angle Iron on Wings of Corner Trim Die—D. M. Patton, FBI
Paper Guide on Winder—Fred Pierson, DPM
Special Guard on Pull Rolls Shingle Machine—John Scheen, FS
Guides on Shingle Machine—John Scheen, FS
Valve on Bird Straw Furnish Pipe—Carl V. Smith, DMB
Individual Air Valves on Combustion Chambers on #3 and #4 Tank—Arthur T. Spinks, FBB
Use Ridge Roll Winder to Cut Individual Shingles—Edward Stadt, FC
Stickers for Ridge Rolls—John Sullivan, FC
Underwriter's Labels on Compound Bags—John Sullivan, FC
Move Glue Pot at DMP5—James Trenholm, DMP
Chain on Conveyor—Willard Troquille, FS
Safety Guard for Breaker Roll on Shingle Machine—Jack R. Watts, PSL
Special Guard for Shingle Machine—Jack R. Watts, PSL
Walk on West End of Saturator—Jack R. Watts, PSL

Six men were given an additional award of $10.00 for having had five suggestions accepted:

Samuel DiFlaminies, FBPM1, Antonio Lacivita, FBE, Fred Pierson, DPM, Arthur Spinks, FBB, John Sullivan, FC, James Trenholm, DMP.

The three daughters of John Sullivan, Chicago plant, in their confirmation dresses. Left to right, Dorothy, Ann Rita, and Mary.

Red Oswalt recently took a vacation in and near Mobile, Alabama. Red says he had a fine time and good luck on his trip.

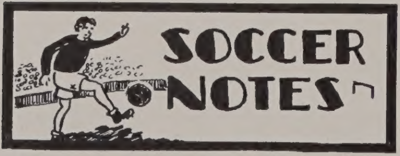
Each and every time I am trying to think of something to write, I am reminded of my friend and your friend (Should you have chanced to meet him), Mr. Joe Weems, who passed away about three months ago.

Joe was really my ideal of a great man. He has been a father, almost, to several of us boys, advising us and helping us in our troubles. We surely have missed his happy greeting. Let's all strive to be more like Joe as we go on our way. (E.M.)

Fred Dixon says his 36-Pontiac is a "White Elephant" but he changes his line of speech when he talks of the skirt that rides in it. Ikey has rented a house in Waterloo. He got the promise and the ring and all we are waiting on now is for "Dan Cupid" to give him another shove.

Bun Jackson has been promoted to pipeline foreman, a position formerly held by Jess Hays. Mr. Hays is in training for a salesman, an opening created by a greater demand for our finished products.—"Luck to both of you."

Mr. J. W. Smith of the Chicago office arrived here Monday for a two weeks' stay. He got his timely two-bit haircut and settled down with a contented grin over having saved fifteen cents on it.



By John H. White

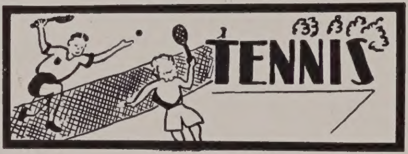
THE 1938–39 Soccer Season came to an abrupt ending when the Portuguese-Americans refused to come to East Walpole and play the second final game in the James M. Curley Cup Series. Bird & Son had held the State Cup finalists to a two-goal tie in the first game of the finals at Boston. The cup was to have been presented to the winner at East Walpole.

With the time now expired, Bird & Son have laid claim to the honors and asked the Cup Committee to award the beautiful trophy to them on the forfeit of the Portugese-American team. This is the established procedure and probably will be followed.

Our team has received an invitation to play in the 5-a-side series at Caledonian Park at Roxbury as an attraction at the annual Scotch Picnic and games to be held on Labor Day.

We are pleased to know that Harold Nicholson, our right inside forward for the past four years is making a satisfactory recovery following his recent operation.

Jack Smith and Walter McKenna have just finished their 11th season as Bird & Son soccer players.



By Stanley Phillips

THIS issue of the *Review* finds the Tennis season well under way. Blistered hands and sore feet have now been hardened, and the boys, both young and old, can be seen banging away at the old ball almost every evening.

In the Tri-County Tennis League our tennis team is not faring very well. In past years the team had an enviable record in these parts. This year, however, the competition has become very much keener and the going very hard for our boys. The standing of teams as of July 29th is as follows:

Team	Points Won	Points Lost	Average
Brockton	36	7	.860
Medway	30	12	.715
Attleboro	18	18	.500
Walpole	17	25	.405
North Attleboro	14	28	.335
Mansfield	7	29	.195

The boys who have been battling in these weekly matches are Peter Clem, Edward Phillips, Kaino Pane, Albert Kimball, Stanley Phillips, John O'Kane and Carl Clem.

Starting August 1st the annual Francis William Bird Bowl Tournament will begin and as usual the competition will be keen. This tournament is open to all Bird & Son employees and residents of Walpole. We are in hopes that some of the Bird Club boys who have been displaying sparkling form recently, will make their entries.

GIRLS' SOFTBALL NOTES

By Ruth Milliken

WITH the Inter-Departmental League Schedule almost finished, there being but three postponed games to be played, the standing of the teams is as follows:

	Games Played	Won	Lost	Ave.
Accounting	8	6	2	.750
No. 2 Box Shop	8	5	3	.622
Stenographic	7	4	3	.570
Sales	7	0	7	.000

There is a close race between the first two teams. Each team has but one game to play and there is every indication that they will end in a tie. No. 2 Box Shop will play the Sales Department, who as yet have to win their first contest. The Accounting's remaining game is with the Stenographic who are always dangerous. The results should be interesting.

The Girls' Varsity Team has made a very good record this year, having won three of six games played. The two games lost to the Flashy 10 of Wellesley were rather expected inasmuch as this team was way out of our class. Games still remain to be played with the Colleens of Norwood, Curity of Walpole and Plymouth Rubber Company. The Bird Girls will also play the Foxboro Company girls in a rubber game at St. Mary's Church Field Day, East Walpole, Saturday, August 19th.

ACKNOWLEDGMENTS

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mrs. Nathan B. Sherburne,
Mr. and Mrs. Horace P. Morton,
Mr. and Mrs. Oliver N. Sherburne.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.

The family of the late Catherine Hefferan.

Thank you sincerely for your kind expression of sympathy. It was deeply appreciated and is gratefully acknowledged.

Mrs. Henry Cameron.

The family of the late Mrs. Mabel G. Schofield acknowledges with grateful appreciation the kind expressions of your sympathy.

Your kindness and sympathy will always be held in grateful remembrance.

Mrs Vincenzo Giampetro and family.

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Stuart A. Nickerson.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

Master-Bilt 3 in 1 Thick Butt   Master-Bilt Weather-Tex Thick Butt
Custom Built   NEPONSET Twins Thick Butt
NEPONSET Double Twins   American Double Twins   Loc-Set   Hex-Twins   Individuals
Lock-Butt   Giant Individuals
Tri-tab Hex   Copper-clipt
Art Wall Siding   Weather-Tex Siding   Art-Bric Siding
BIRD Insulated Bric-Siding   BIRD Insulated Weather-Tex Siding

BIRD Roll Roofing

Paroid   Art-Hex   Mineral Surfaced   American Ready   Old Reliable
Universal   Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black   Saturated and Coated   Super Sheathing   Economy
Refrigerator Insulating   Reenforced Kraft Paper   Duplex Kraft

BIRD Wallboard

NEPONSET Wallboard   American Wallboard   Art Craft Wallboard
NEPONSET Tileboard   American Wallboard, Green One Side   Poster Board

BIRD Specialties

BIRD Built-up Roof Materials   BIRD Deadening Felt   Tarred Felt   Asphalt Felt
Plastic Cement   Roof Coating

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE
BIRD NEPONSET Rug Border
BIRD Economy Rugs   BIRD Economy Floor Coverings   BIRD Economy Hall Runner
BIRD NEPONSET Hall Runner, Armored with BAKELITE
BIRD Lining Felt   Economy Lining Felt   BIRD Saturated Felt   Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering
Patterned   Plain   Jaspé   Chromasets
BIRD PERMATRED Floor Covering and Tiles

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases
BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons   NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes   Plant Bands

Special Papers Division

Index Pressboard   Socket Lining Paper   Rocket Paper
Cartridge Paper and Wad   Fusee Paper
Chip and News Boards   Mill Wraps and Heads
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper   Toe Cap Felt
Innersole Board   Cloth Board
Wet Web Saturated Papers

BIRD & SON, inc.   Established 1795   **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG. U.S.
MARK
PAT. OFF.
WATER
PROOF

{List of Bird Products on Inside Back Cover}

BIRD NEPONSET REVIEW

OCTOBER

VOL. 27 NO. 5 1939

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plants
East Walpole, Mass. Phillipsdale, R. I.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass. Chicago, Ill. Shreveport, La.

Officers

Chairman of the Board, Charles S. Bird

President, Benjamin H. Roberts
Vice-President, Richard C. Floyd
Vice-President, Charles W. Conrad
Secretary and Treasurer, Axel H. Anderson

Advisory and Consulting
Philip R. Allen
Elmer H. Bartlett
Philip H. Bailey

Directors

Philip R. Allen
Axel H. Anderson
Philip H. Bailey
Elmer H. Bartlett
Charles S. Bird, Jr.
Charles W. Conrad
Richard C. Floyd
George C. Lee
Edwin M. Lines
Harrison F. Lyman
John R. Macomber
Benjamin H. Roberts
Benjamin D. Rogers
Allen H. Russell
H. Eugene Sawyer, Jr.

Executive

Treasurer and Comptroller, A. H. Anderson
Assistant Secretary and Treasurer, W. C. Ahlgren
Assistant Treasurer and Credits, D. E. Merrill
Assistant Treasurer, H. E. Davenport
Auditor, H. S. Whitney
Purchasing and Traffic Agent, A. H. Russell
Assistant Purchasing and Traffic, M. J. Hawkins
Director of Personnel, B. D. Rogers
Director of Research, E. M. Lines

Sales

Director of Sales, R. C. Floyd

Sales Manager Paper Products Division, A. M. Claffee
Sales Manager Box Division, C. H. Andrews
Sales Manager Carton Division, A. M. Claffee
Sales Manager Paper Division, A. M. Claffee
Sales Manager Roofing Division, E. L. Chamberlain
Manager Central Division, S. C. Traudt, Jr.
Manager Eastern Division, W. E. Hale
Manager Northern Division, Rogers Weed, Jr.
Manager Southern Division, A. D. Kilham
Manager Southwestern Division, R. D. Peterson
Manager Western Division, W. W. Wilson
Sales Manager Flooring Division, H. E. Sawyer, Jr.
Sales Promotion Manager, L. S. Wright

Manufacturing

Director of Manufacturing, C. W. Conrad

Assistant to Director of Manufacturing, P. N. Hills

General Superintendent Paper, Box and Carton Divisions
R. A. Wilkins
Superintendent Paper Division, J. J. Burke
Superintendent Box Division, A. D. Colburn
Superintendent Carton Division, R. L. Tupper
Plant Engineer, J. A. Sheehan
Chief Chemist, E. L. Connolly
Chief Research Chemist, H. T. Barker

Superintendent Felt Division, T. G. Henderson
Assistant Superintendent, R. H. Salisbury
Chief Chemist, A. H. Chamberlain

Superintendent Flooring Division, R. M. Wight
Assistant Superintendent, B. H. Bailey
Chief Chemist, J. J. Bradley, Jr.
Chief Research Chemist, J. E. Graham

Superintendent Eastern Roofing Division, M. R. Beasley
Assistant Superintendent, G. E. Smith
Chief Chemist, F. P. Reynolds

Western Manufacturing Manager, J. G. Young
Superintendent Chicago Plant, Erich Gach
Assistant Superintendent, J. F. Matcha
Chief Chemist, J. F. Comiskey
Chief Chemist Shreveport Plant, R. N. Potter

Branch Offices

New York, Chicago

Warehouses

Baltimore, Brockton, Buffalo, Cincinnati, Chicago, Detroit, East Walpole, Kansas City, Minneapolis, Norwood, Philadelphia, Savannah, South Kearny, St. Louis

Testing the pumps in the fire house at one of the regular drills of the Roofing Plant Fire Brigade. Left to right: James Quinn, John Walsh, Thomas Smith and Harry Dresser.

SAFETY MESSAGE FROM PRESIDENT ROBERTS

NATIONAL Fire Prevention Week always brings to mind the subjects of Fire Prevention and Safety within the mills of Bird & Son, inc. The Mill Fire Brigades have been organized for a great many years and their efficiency has undoubtedly saved us from a great many disastrous fires. Regulations have been drawn up, inspections have been regularly made and drills periodically held, all for the purpose of keeping alive and constantly before us the necessity for watchfulness in the matter of fire prevention.

The nature of the processes conducted in all of our mills presents a serious natural fire hazard and it is only by this constant alertness to the hazards involved that we have been able to hold our fire record to such a low rate.

Neatness and good housekeeping have always been the watchwords in Bird & Son's mills and we must constantly guard against any laxness in these details. A few greasy rags in an unnoticed corner, a little pile of lint accumulated in the wrong place, improperly handled rags or waste papers, might very well cause a fire loss which would affect us all. It is always possible for a fire in one of our mills to throw a large number of men out of work and seriously damage the business as a whole. The only safeguards lie in good housekeeping, constant alertness to remedy existing fire hazards, and proper training within our fire brigade organization, coupled with rigorous inspection.

The matter of Safety is very closely tied up with Fire Prevention, because it, too, can be achieved only through constant check-up on process and equipment by each and every worker. Safety is essentially a matter of individual training and responsibility. All the safety campaigns, safety guards and safety inspectors cannot prevent serious accidents unless the individual worker is constantly alert to the dangers of his job and always on the watch to remedy conditions which may cause him injury and loss of working time. Bird & Son, inc. have already gone a long way in the matter of Safety. Our plants have won national recog-

On the cover — members of the Fire Brigade at the Roofing Plant running out hose and coupling it at the September drill meeting. The hose was run out from this hydrant house up over the roof of one of the buildings. Left to right, John Foley, Coleman Foley, Attilo Tronti, William McLauchlan, Edmund Wenstrom,

Carrying the hose line to the roof in the recent Roofing Plant fire drill: Charles Norton is carrying the nozzle and Hilton Taggart is behind him on the ladder.

nition time after time in National and Regional Safety Contests, our Safety Inspectors have done excellent work and our Safety Organizations have functioned in first-class shape, but we must always remember that real safety can only survive through constant attention, and any lapse or neglect on the part of any of us will result in a quick increase in accidents in our mills.

Our success in the past, in both safety and fire prevention work, has been the direct result of good housekeeping, orderly procedure and constant vigilance on the part of every one of us; in that record we can take pride. Our future success will depend on exactly the same careful regard of all safety matters, and we must keep those ideals before us not only during Fire Prevention Week, but through every week of the year.

Benjamin F.

Three of the boys from the Design Department spent a week together at the New York World's Fair. Left: Joseph DiMarzo scanning the horizon from the deck of S.S. New York on the way to the Fair. Middle: Charles Johnson resting his "dogs" at a convenient bench. This was one of the favorite pastimes. Right: Stuart Halliday (in the tin hat) taking a bit of time out between exhibits.

DESIGNERS VISIT FAIR

BELIEVING that the New York World's Fair offered the opportunity of a life time to the members of our Floor Covering Design Department, the Management has arranged to send each of the six men in this department to spend one week at the Fair on company time.

As we write, four men, Stuart Halladay, Charles Johnson, Joseph DiMarzo and Richard Cody have made their visit, and the other two, Angelo Macchi and Melvin Chevers, Chief Designer, are about to start their week. Without question this has been a most unusual opportunity for these men to see within a few square miles a concentration of design and coloring ideas and trends which would ordinarily take a designer years of time and thousands of miles of travelling to see. The whole scheme of the New York World's Fair is "Building Homes of Tomorrow with the Tools of Today", and to our designers every building, every color and every exhibit is a source of stimulating ideas.

All of the men who have returned agreed it was one of the finest experiences they have ever enjoyed, and particularly worth while because it took them outside their own field of floor covering designs and enabled them to study every phase of the trends for the future. Living for a week in this atmosphere of all that is best in the world of design and color today, they now return home and, after analyzing and studying their impressions at leisure, can apply what they have seen and learned to our own problems of design and color in Bird Floor Covering Products.

Each man wrote his own impressions on his return, and although all of the reports are not yet ready, here are a few typical paragraphs:

Charles Johnson writes—"The main theme, or idea, in back of the 'World of Tomorrow' is the use of color, light and sunshine. In going through the main exhibit, especially the model homes, one noticed the use of light colored furnishings and a great many windows to allow all the light and sunshine to pour in. Color, light and sunshine means to the housewife and the family cleanliness, leisure and health. This is then expressed in her furnishings with light-colored walls, floors, furniture, draperies and very gay and colorful accents or accessories. Styling of this type is as much an expression of our time as were the dingy, dark and small window types of the gloomy Victorian Era. It was interesting to hear the comments at these exhibits. In most cases the older people were heard to condemn the modern style in housing and furnishings, but most all the young couples and the younger group were very enthusiastic about modern styling. I think this is a good idea to keep in mind for future styling, because it is this younger group that will be doing the buying of furnishings in the near future."

Stuart Halladay writes—"Turnstiles spin rapidly. . . . The hurrying crowd streams into the Fair Grounds. . . . Another day begins. All about are buildings, strange in design and varied in color—blue, rose, cream, white, copper, yellow and red. Startling shapes and shades.

"The 'Town of Tomorrow' with its twenty odd homes varying in type from the traditional New England Colonial to the contemporary house of glass or house of plywood, is interesting in its scope. Interiors in all cases harmonize in period to the exterior and the decorators have done a thorough job in this. All homes, traditional or modern, have the latest modern equipment in the kitchen and bath. Floor coverings for these two rooms can thus be designed in a modern manner without question of consumer acceptance. The other floors in the homes vary with the period. Moderns utilize linoleum, cork tile and mastic on which are sometimes placed scatter rugs. Traditional are in keeping with the traditional design. Wallpapers were of many tints and patterns.

"The Fair as a whole is brimming

with ideas. Some crystallize quickly, which are suggested in this report, and others will develop in time with the memory of all various things seen."

Then Mr. Halladay goes on to make several specific suggestions which he thinks might be helpful in our own business.

Joseph DiMarzo in his report speaks of his visit to the Modern Museum of Modern Art and Pedack's exhibit of home furnishings in the Rockefeller Center which he visited before going to the Fair. He was particularly interested in the new uses of wood and glass and the color values which these exhibits emphasized. He was much impressed by the chemistry exhibit of Du Pont at the Fair and writes—"In my estimation this was probably the best exhibit at the Fair. It showed the importance of a chemist in our every day living. Inside the building is a vast and elaborate laboratory and here commentators tell the story of common, natural resources and how they are refined. . . ."

MODERN TREND

All three of the men were impressed with the Swedish Exhibit and of this DiMarzo writes—"I really think the Swedes have gone places in designing homes and furniture. The Swedish modern movement began right after the World War when the government called in famous Swedish architects, artists, craftsmen and industrial leaders and got them to start a new improvement program. Immediately they began working on designing new buildings, furniture and other household necessities. The outcome is the movement known for over 15 years. Swedish Modern is definitely a style trend and rapidly becoming famous."

Speaking of this same exhibit, Halladay writes—"Of all the buildings and exhibits visited, the following, taken from the walls of the very interesting Swedish Exhibit, seems particularly to tie up with what Bird & Son is trying to do:

'Swedish Modern—

1. Means high quality merchandise for every day use, available for all by the utilization of modern technical resources.

2. Means natural form in honest treatment of materials.

3. Means esthetically sound goods resulting from the close cooperation of artists and manufacturers.' "

William Stanovitch of No. 1 Box Shop took this interesting picture at Rangeley Lakes during his vacation.

By Karl J. Wurzel

THE 1939 golf season has drawn to a close for the Bird Club.

The men's league finished their schedule on August 7, 1939.

The winning teams and the runners up in the league are as follows:

Eagles

First: C. E. Rafuse's Team.
Second: L. T. Harriman's Team.

Birdies

First: Donald Frazier's Team.
Second: E. W. Mann's Team.

The ladies' final gathering was a Field Day held September 9, 1939 with a large number attending.

The main event was a 9 hole medal play tournament. In this event a silver cup was awarded to the winner of the low gross and another to the winner of the low net:

Low gross: Julia Lewis.
Low net: Hilda Rafuse.

The winners of the different contests held at the field day were:

Water Hole Contest: Hannah Flavin.
Longest Drive: Julia Lewis.
Most number of pars: Velma Cobb.
Best selected 6 holes: Margaret Corcoran.

The prizes for the year's play were also awarded at this time.

Best average for the year: Margaret Corcoran.

The team captained by Mary Bannon was the winner of the league and suitable prizes were awarded to each member of the team.

NOTICE

Employees' Purchase of Bird & Son Products

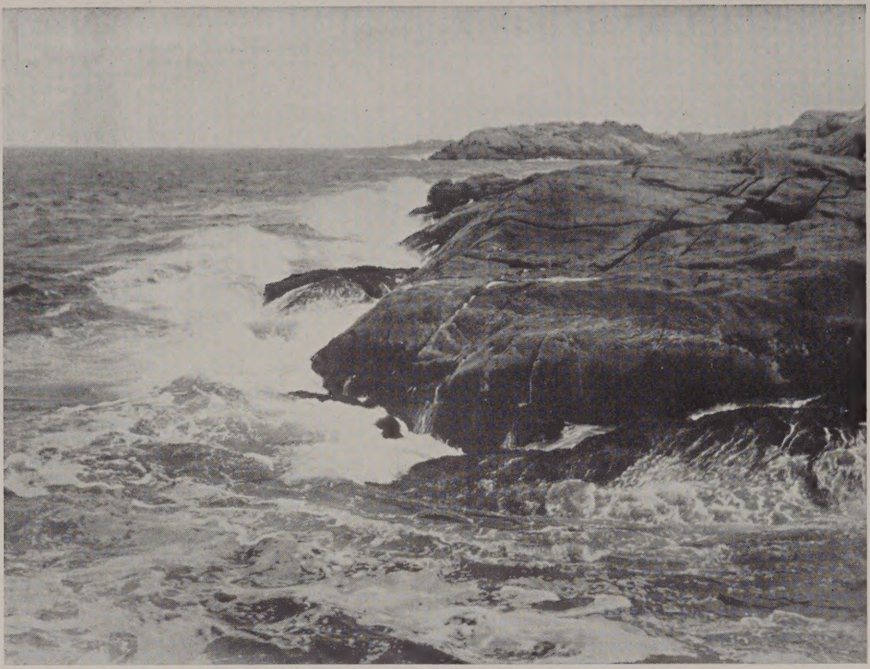
Bird & Son, inc. workers have had the right for many years to purchase products manufactured in these plants, for their own personal use, at employees' prices, and we welcome such business.

Obviously such purchases must not interfere with the arrangements made for the distribution of our goods through the various dealers and stores throughout the country.

This right of our employees to purchase, like all other rights, should be used carefully and it is important that there be no abuse.

The employee order blank used by the various departments clearly states that the purchase is for personal use, and we must request that this rule be followed.

Bird & Son, inc.



"After the storm" taken by Fred Eisenhauer. This picture received the highest rating for September in the monthly Camera Club competition. Each month the members submit their best prints and then vote on them at the meeting. We plan to publish the photograph winning first place, each month.

CAMERA
CLUB

By Ralph Watson

FOLLOWING summer vacation time, the Camera Club held its first meeting of the 1939–40 season on September 19th.

About twenty-five members were present and thirteen prints were entered in the regular monthly competition. Fred Eisenhauer's "After the Storm", a marine picture, was the choice of those present as the best print and this carried the award of one dollar for the "print of the month".

A proposal for securing insurance on their cameras and other photographic equipment at reduced rates was placed before the meeting.

Most interesting feature of this meeting was the traveling salon of the Manhattan Camera Club, numbering fifty-three prints. That the Manhattan club has a large number of very competent workers among its members was apparent at once. This show ranks among the best we have exhibited since our organization. We have previously entered several of the Inter-Club competitions sponsored by the Manhattan Camera Club and though we have not been near the top of the list of competing clubs, neither have we been at the bottom! A series of four Inter-Club competitions will be run by the Manhattanites this coming season and we hope that the Bird Camera Club will be represented.

Only three more monthly competitions remain in the 1939 season. After the December contest the scores will be figured and the winners announced.

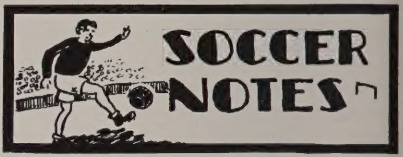
ANNUAL MEETING

KAINO PANE, Flooring Plant, James Hanley, Roofing Plant and George Wallace, East Walpole Maintenance Department were the three new Directors elected for a term of three years at the annual meeting of the Bird Club held Friday evening, Sept. 8th, in Bird Hall.

A. W. Smith and H. S. Whitney were re-elected Secretary and Treasurer respectively.

Forty members were present and listened to the reports of the Chairmen of the various activities, all of which indicated that the past season had been most successful.

As we go to press the first regular meeting of the new Board of Directors is about to be held and plans will soon be announced for the coming Fall and Winter seasons. This means that the new committee chairmen will be appointed within a few weeks and they, in turn, will soon be announcing schedules and programs of interest to every Bird Club member.



By John H. White

THE Bird & Son Soccer Team entered the New England Division of the American League for the season of 1939–40. We have to date played two games in this major league of the United States.

At East Walpole, Sunday, September 17, we opened the season by surprising the experts with a 3–2 victory over the 1938–39 pro champions—the Lusitania Recreation Club.

Sunday, September 24, also at East Walpole we met another crack pro team from Worcester, the Swedish-American Club. A last minute goal gave the visitors a 3–2 win after a hard fought game.

This is certainly a remarkable showing for Bird & Son who are using a young team that if kept together should work out well before the big National Cup ties come along. Every player on the Bird & Son team is an amateur. Goal scorers to date are Angelus Kravatas—4 goals, and Jack Smith—1.

GIRLS' SOFTBALL NEWS

By Ruth Milliken

THE season has just ended for the Girls' Softball teams and the Accounting Team carried out their threat of last year by emerging as Champions this year, after a hotly contested group of play-off games.

In the first round the Accounting Team drew a bye, while the No. 2 Box Shop Girls put the Stenographic Team out of the running by an 11–9 victory on August 17th. No. 2 Box Shop then had to play the Accounting Girls a group of three games to decide the winner. Accounting took the first game 9–5, No. 2 Box Shop took the second game 11–6 and the final game, which decided the championship, went to the Accounting Girls 10–7.

The Accounting Girls are to be congratulated on this victory and the girls who were not fortunate enough to emerge victorious should be congratulated for their fine sportsmanship in defeat.

The Girls' Varsity Team has a very fine record to their credit for the season, having played 11 games with 7 wins, three losses and 1 tie. A very fine group of girls made up the Varsity Team this year and always gave their best efforts to "bring home the bacon".

I would like to thank all the girls who participated in this sport for their fine cooperation and sportsmanship; the umpires for their very efficient handling of the games, and Bob McIntosh, the Softball Chairman, for the many little details he had to attend to.

By Stuart Farris

BY the time this issue appears, we hope to be able to announce the 1939 Champions for both the singles and doubles tournaments in Quoits.

Elimination tournaments were held to provide a winner in each division. At the Flooring Plant these have been completed, but the Roofing is still playing their singles.

Winners to date, September 21, are:

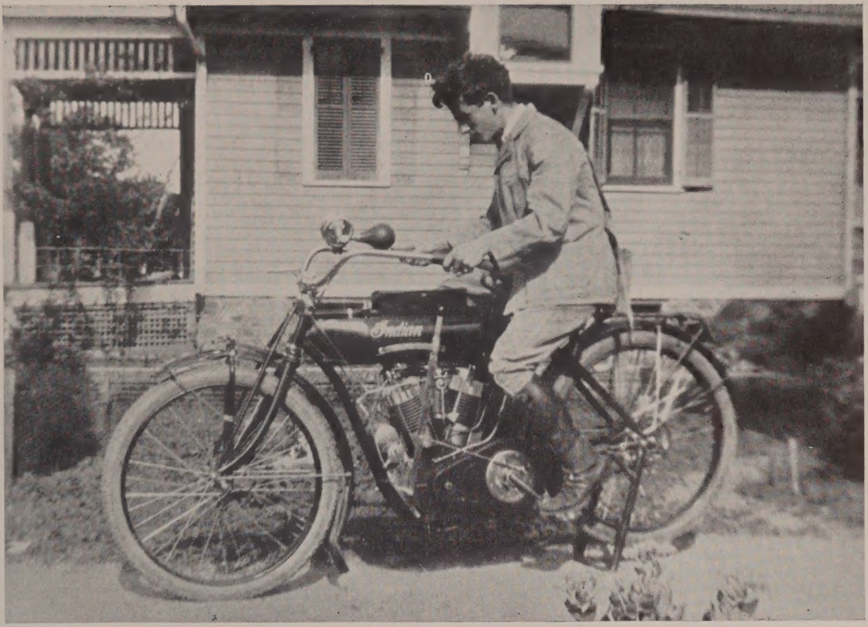
Flooring Plant Team—John Woloshyn and Peter Craven. Singles—John Woloshyn.

Roofing Plant Team—Paul Calderone and Francis Campisano. Singles—Not completed.

East Walpole Team—Charles Locke and Thomas Wood.

The name of Bird & Son is well known even in Memphis, Tennessee as shown by this truck of our dealer there L. A. Covington.

BIRD ROOFS
L.A.COVINGTON
GUARANTEED
Roof Repairs



Yes, folks, this is actually Stephen C. Traudt, Roofing Sales Manager of our Central Division, all set to sell Bird Roofings in New Jersey, New York and Connecticut back in 1912.

SELLING ROOFS IN 1912

BELIEVE it or not, this is an authentic, unretouched photograph of S. C. Traudt, Jr., Sales Manager of our Central Division in the Roofing Sales Department, all dressed up and ready to go after orders in the year 1912.

Just as that other famous rider, Paul Revere, remembers the year 1775, Mr. Traudt remembers 1912, when for six months he covered a territory which included sections of New Jersey, New York and Connecticut on this fiery steed. When asked how he could remember so well, he replied, "Remember? How could I ever forget? Did you ever try to ride a motorcycle day in and day out for six months?"

It seems that Bird & Son had the bright idea that with this contraption he could cover his territory more quickly and with less expense, so we purchased this machine and Mr. Traudt, in company with Mr. P. H. Bailey, who was then his Sales Manager, also purchased a special "Boy Scout" riding uniform complete with high leather boots. Thus attired, he would set out in the morning with two gallons of gas in the tank (the total capacity) and a sample case strapped to the rack of the motorcycle. His personal traveling bag was sent on by express to the town where he expected to spend the next night. In those days, the roads were dusty, unpaved and full of unexpected ridges and gullies. In spite of this, he often covered long distances and made a large number of calls. This was "service with a smile" in 1912, although he frankly admits that it was hard work to smile sometimes, considering the way he felt after a particularly rough journey!

Six months of this travel was enough, however, even for a man with Mr. Traudt's fortitude. He finally returned to more conventional means of travel, and we venture to say has not been astride a motorcycle since.

SOCIAL SECURITY

In the last sessions of the U. S. Congress and the Legislature of the State of Massachusetts, new laws were passed affecting both the Federal Social Security Law and the Massachusetts Unemployment Compensation Law.

At the present time we are receiving interpretations of these laws and in the next issue we plan to publish a statement of the changes which affect employees' payments and benefits.

The pictures of these graduates, children of Berry Asphalt employees, reached East Walpole too late to be included in the last issue. We are happy to print them now and offer our congratulations. Left to right: Hattie Lee Magee, daughter of T. A. Magee; Edna Lee Weems, daughter of the late Joseph Weems; Wilson Murry, son of Roland Murry; and DeVere Wright, son of Chloe Wright. All of these students graduated from the Willisville High School this year.

QUESTIONNAIRE ANALYZED

WE have now had time to analyze carefully all of the answers received on the questionnaire submitted to *Review* readers in June. Replies were received from 148 people. This represents 5.8% of the total number to whom the questionnaire was sent and is a better than average return for this type of questionnaire. However, the Advisory Board of the *Review* wishes that a much larger number of individuals had sent in their suggestions because this magazine is for every employee of Bird & Son and it is only by knowing your wishes that we can continue to publish the kind of magazine you want.

From the individuals who sent replies we have received some fine and worth while suggestions. Answers to the first four questions indicated that almost everyone read the magazine quite thoroughly and passed it on to other members of his family and to friends. Question No. 5 asked "How often do you think the *Review* should be published?". Eighty-six suggested that we go back to a monthly basis, thirty-seven thought we should continue as at present and five others had other suggestions running all the way from weekly publication to ninety days. The *Review* Committee has decided that for the present it will be necessary to continue the publication every two months, believing it unwise to go to the extra expense of monthly publications at this time.

In general, most of the answers seemed to be in favor of continuing the articles discussing the condition of our business, stories about our new products and stories about additions and improvements in our plants. There were a great many votes in favor of continuing the stories about workers' hobbies and their unusual achievements. Some of the answers gave us frank, constructive comments on how to improve these articles and we are very grateful for these suggestions.

Our candid camera pictures were very popular. Sixty-one people voted emphatically against a Women's Page and only thirty-three were in favor of it, so this idea will not be used at present. The vote was in favor of continuing jokes and cartoons with several hints that we print "good ones and better ones". All right! Send them in and we will use them!

HELPFUL IDEAS

The most interesting and helpful answers were received in reply to the three general questions in which we asked for criticisms and suggested improvements in our stories, pictures and general make-up of the magazine. In all, there were several hundred ideas, all of them interesting and many of them so practical that we plan to start using them immediately. One of the most popular suggestions which was mentioned at least a dozen times, was that we tell more about individual workers and the jobs they do in the plants and offices. This suggestion will definitely be carried out in future issues.

Almost everybody called for pictures—at work, at home, on vacation and pictures of all our sports. The *Review* Committee seconds this motion enthusiastically, and we promise you all the good action pictures we can lay our hands on.

A number of replies made some very helpful suggestions about improving our notes from the various departments. The correspondents have already been re-organized to cover every department in the organization more thoroughly than in the past, and we are making every effort to get news items about as many people as possible. This is a matter where every reader can help as well as the correspondents. Get to know the reporter for your department and pass along the news items that come your way. Give him your best snapshots and let him send them in for publication. It is your magazine and we want your help.

We might go on indefinitely listing the helpful suggestions, but space does not permit. We cannot make all the changes at once, or use all the good ideas in one, two, or even half a dozen issues. You have given us "food for thought" which should last for many months to come.

Again we want to thank all who contributed of their time and thought. By knowing what you want, we hope we shall be able to publish a magazine which will be more readable and more interesting in every way to all Bird & Son employees from Massachusetts to Louisiana, Arkansas and Illinois.

CLASS STARTING

THOSE who are interested in joining a standard First Aid Course please send their names to Frank Eisenhauer, Printing Department, as soon as possible.

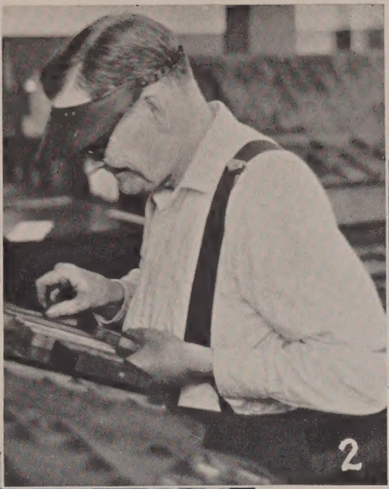
This course will be conducted along the same lines as in the past years, each class period being two hours long, with meetings once a week for twelve weeks. The night for each class period will be determined by vote of those enrolled.

The class will be limited to twenty members, in the order of their application. The course is absolutely free to Bird & Son workers, and is to be conducted by Frank Eisenhauer, who was last year's instructor.

Candid Camera Shots. 1. Byard Bennett picking up at a blank press in No. 2 Box Shop. 2. Alvah Bridgham, veteran compositor in our Printing Department. 3. Futuristic shot of the motors which drive our No. 2 Paper Machine. 4. Cribbage in the Brigade Room. In the picture are Chester Porter, Herbert Johnson, Jack Hale, Arsene Marchand, James De Challes, William O'Brien, Joseph Ralkavich and Edward Scanlon. 5. William O'Brien and Amedio Di Flaminies at work on the combiner in No. 2 Box Shop. 6. Richard Sprague at the business end of the new combiner for Corrugated Board in the No. 1 Box Shop. 7. Vincent Fabellini at the winder of No. 4 Paper Machine. 8. Girl press feeders at No. 2 Box Shop. In the picture are Martha McLaughlan, Catherine Brady, Alice Brady and Imogene Frank. Miss McLaughlan now works in the Main Office. 9. Bill Morrissey cutting grass in our Mill Yard one hot day last summer.

CANDID CAMERA SHOTS

1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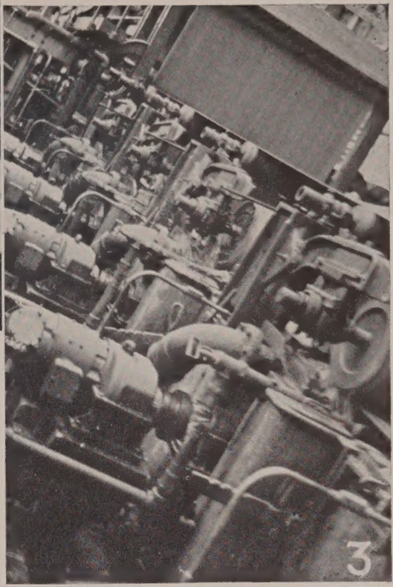
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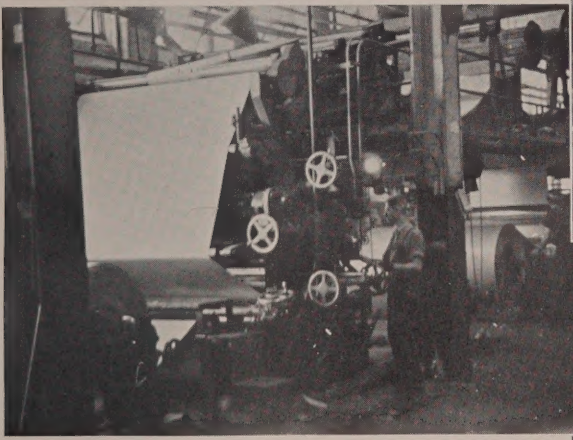
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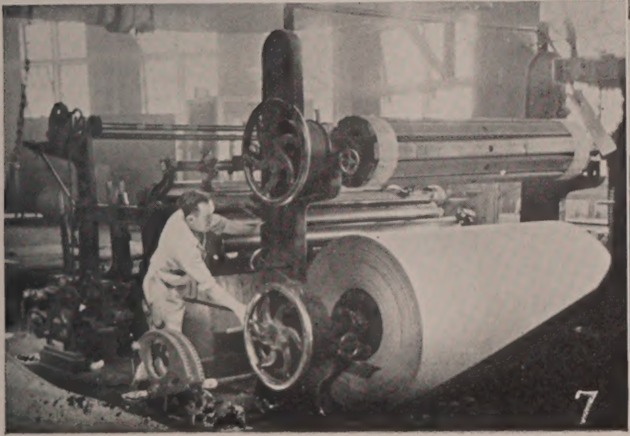
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BIRD
NEPONSET REVIEW

Vol. XXVII October, 1939 No. 5

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

Advisory Board
P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers

Editor ***Circulation Manager***
E. M. Grout A. S. Blaney

***Printing Foreman*, F. R. Meyer**

"Events transpiring in other lands make us realize how greatly the happiness of the American family depends upon the preservation of democratic principles and upon the safeguarding of our American institutions and opportunities for adventure and gainful employment. Peace and harmony, good will and cooperation in our industrial relations, cannot be brought about by legislation any more than we can bring love and respect into our home life by law. Cooperation through understanding and recognition of mutual rights is the only method that can and will bring about good will and confidence. Thus, we will find a way for our economic reconstruction and a method for the solution of our social problems. Having found that way, we will have made secure the principles of freedom and the perpetuity of that form of democratic and of economic and of political institutions that have made for the magnificence of a free people and our greatness as a democratic nation."

Matthew Woll, Vice-president
American Federation of Labor.

HERE'S YOUR CHANCE

AMONG the suggestions received in the recent questionnaire was one that we put a box in each Brigade Room where any employee might submit a news item, an article or a letter, or a snapshot. We like the idea and here is the way we plan to work it out.

Every suggestion box will also be considered a Neponset *Review* News Box. Drop your items or pictures into your nearest Suggestion Box, mark them for GR, and they will be forwarded within a week for use in the *Review*. Sign your name to all written material and be sure that your name appears on the pictures so that we can return them to you.

You want to see more articles written by employees. We are for the idea 100%, so let's get together. You send them in and we will keep our end of the bargain.

IT'S UP TO YOU

You cannot expect your employer always to be looking out for you. He has too many things of his own to look after, to be continually trying to help you. The most practical way for you to help yourself—as far as your chance for a better-paying job is concerned—is to make it clearly evident to your employer that your services are worth MORE than he is paying you. And there is no use trying to fool yourself—or kid your employer—into believing that your services are indispensable. You know better than that, and so does he! You had better be cold-blooded in setting the market value on yourself, but measure up to the wages you think you ought to get.

And before you can advance yourself a single step beyond the rank and file of routine workers in industry, you must KNOW more than they do. You must study and LEARN the things that bring success in your particular line of work before you can secure a better job or expect promotion.

The man who keeps climbing until he reaches the top of any business or organization is the one who refuses to let anything interfere with his continuous self-development. You may think the worst that can happen, if you don't study and keep on studying, is that you will stand still—but that's not so. The minute you begin standing still, you are actually going backward, because somebody else is doing the studying that will make him better fitted, not only for the job next ahead of yours, but for your own job as well.

—Industry and Labor.

STATEMENT OF WAGES

WE have recently learned that anyone interested in learning the amount of wages credited to his Social Security Account under the Federal Old Age Benefit Plan, may secure this information by writing to the National Office of the Social Security Board at Baltimore, Maryland.

For the convenience of workers who want this information, a special card may be obtained from the nearest field office, which, in our case, is located at 120 Boylston Street, Boston, Mass., Room 220. If you call in person, or write a letter to this Social Security Office, they will send you a card on which there is space for you to write your name, social security number and address. This card should then be mailed to the Bureau of Old Age Insurance, Social Security Board, Candler Building, Baltimore, Maryland. In return you will receive a statement of the exact amount credited to your account up to January 1, 1939.

You can then check this amount against the record of your earnings as shown by the stubs of your pay checks for the same period, and determine for yourself if your account is being kept correctly at the Baltimore office.

FRANK MUMBLOW

FRANK MUMBLOW, piper's helper at our Flooring Plant for almost nineteen years, died suddenly while at work on August 18.

While walking through the mill yard with two other workers in the Maintenance Department, he suddenly collapsed. He was carried to the plant hospital and the nurse and doctor were called at once, but he died shortly after, from the heart attack.

He first started at Bird & Son on October 6, 1920 in the Maintenance Department where he has worked ever since. For many years he has served as a piper's helper.

He was forty-four years of age at the time of his death, and is survived by his wife and two children to whom we extend our sincere sympathy in his sudden passing.

VETERANS' LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during October and November and of those who complete twenty or more years' service during these months:

OCTOBER

John Dower	10–1–1895	Maintenance	44
Chas. T. Derry	10–12–1896	Retired	43
H. L. Engley	10–9–1901	Roofing Plant	38
Victor Purdy	10–12–1907	Maintenance	32
Alice Fales	10–28–1907	Main Office	32
Jeremiah Cullinane	10–10–1910	Maintenance	29
Nils Lindequist	10–11–1910	Flooring Plant	29
John Foley	10–4–1911	Roofing Plant	28
Anthony Wosniak	10–11–1912	Flooring Plant	27
John P. Dolan	10–31–1912	Box Sales	27
Mary B. Foley	10–14–1913	Office	26
Michael Curran	10–19–1913	Flooring Plant	26
Ludwig Anderson	10–30–1913	Maintenance	26
Michael Uzdavins	10–5–1915	Paper Mill	24
Julia Dolan	10–16–1916	Box Shop	23
Michael Damules	10–16–1916	Roofing Plant	23
Lawrence Doane	10–30–1916	Paper Mill	23
George E. Smith	10–27–1917	Asst. Supt. Roofing Plant	22
Catherine Brady	10–7–1918	Box Shop	21
James Duda	10–14–1918	Paper Mill	21
William Lewis	10–1–1919	Maintenance	20
Nicola Benedetti	10–6–1919	Flooring Plant	20
Harry Godkin	10–7–1919	Maintenance	20
Joseph Uzdowinis	10–27–1919	Flooring Plant	20
Edgar Tarr	10–7–1924	Office	15
Matthew Fyfe	10–10–1924	Flooring Plant	15
Kenneth Stuber	10–19–1924	Roofing Plant	15
Louis DesJardins	10–20–1924	Power & Steam	15
Santo Columbo	10–10–1929	Roofing Plant	10
Stanley Jurgelevich	10–24–1934	Roofing Plant	5

PHILLIPSDALE

Charles Smith	10–6–1916		23
Tony Sousa	10–9–1916		23

CHICAGO

Eric Gach	10–14–1918	Superintendent	21
James G. Young	10–14–1929	Western Mfg. Manager	10

NOVEMBER

Marshall Grant	11–10–1894	Power & Steam	45
Ernest Stather	11–18–1901	Box Shop	38
Eric Johnson	11–20–1903	Paper Mill	36
P. H. Bailey	11–1–1904	Advisory and Consulting	35
Timothy Riordon	11–12–1907	Maintenance	32
Lewis Walter	11–5–1908	Box Shop	31
Michael McDonagh	11–6–1911	Paper Mill	28
Chas. J. Watson	11–9–1912	Roofing Plant	27
Mike Sawkiewicz	11–20–1914	PaperMill	25
John Moylan	11–6–1916	Paper Mill	23
Anton Blazic	11–7–1916	Paper Mill	23
Marion A. Tolman	11–26–1917	Office	22
Wilmer Wiggin	11–27–1917	Box Shop	22
Walter McDonough	11–4–1918	Maintenance	21
Louis Maida	11–4–1918	Paper Mill	21
Antonio DiFalco	11–5–1919	Flooring Plant	20
James Van Hoy	11–10–1919	Roofing Sales	20
Charles Baronski	11–26–1919	Box Shop	20
George Petratis	11–28–1919	Flooring Plant	20
C. D. Knapp	11–1–1924	Flooring Sales	15
Frank Reynolds	11–3–1924	Roofing Plant	15
Carl Wurzel	11–19–1924	Box Shop	15
Peter Petroni	11–21–1924	Box Shop	15
Axel Hertzberg	11–18–1929	Box Shop	10
Peter Knox	11–22–1934	Flooring Plant	5

PHILLIPSDALE

William Livingston	11–4–1910	Plant	29

CHICAGO

Della Lyndon	11–1–1917	Office	22
Louis Droege	11–17–1917	Plant	22
Bennie Macklin	11–4–1919	Plant	20
Peter Wagner	11–4–1919	Plant	20
William Cozzi	11–19–1929	Plant	10
Edward Stulik	11–19–1929	Office	10

BERRY ASPHALT CO.

Sidney Weems	11–1–1934		5
Lloyd Dixon	11–15–1934		5

JOHN H. SMITH RETIRES

JOHN H. SMITH, former yard foreman, is retiring this year after completing sixty-one years of active service with Bird & Son, the longest active record ever made by any Bird & Son worker.

He began work in our beater room on May 14, 1878, worked there for about ten years and then went on to outside work unloading stock and other similar jobs. Later he was transferred to yard work, was made foreman and acted in that capacity for a great many years. Several years ago he gave up his active duty as far as the yard work was concerned, but continued with his very important job of watching over the mill water supply, a duty that he had followed closely during most of his years with the company.

Fourteen gates, located at and below the reservoir and at the various inlets to the Neponset River control the flow of water into this river which supplies our East Walpole mills. As the seasons change, and the weather, the flow of water varies; this means that the fourteen gates must be very carefully regulated—raised to let more water through if Bird pond is getting low, lowered to decrease the flow if more water is coming through than is necessary, or to conserve water during dry seasons. He continued on this work up until this past year, and except for flood periods which nobody could control, there has never been any difficulty with the water supply which he watched so carefully.

John H. Smith with Mr. Allen on the occasion of John's 60th anniversary, May 14, 1938.

Although he still retains his residence in Walpole, he spends much of his time at the home of his married daughter Mrs. Olive Fair in Newton where two lively grandchildren, who think the world of him, lead him a busy and happy life.

We are always glad to see Jack on his frequent visits to Walpole, and hope that he will continue to drop in and say "hello" whenever he has the opportunity.

By STANLEY PHILLIPS

THE Tennis season is rapidly coming to a close. Looking back to our accomplishments during the past season we find that the Tennis Team had only an average year in the matches played in the Tri-County Tennis League. The final standing of the Clubs in the League shows the teams finishing in the following order:

Brockton Y. M. C. A., Attleboro, Medway, Walpole, North Attleboro, Mansfield.

The Neponset Valley Open Tournament sponsored by the Tennis Club was won by Sheldon Rotenberg of Attleboro. John O'Kane was the runner up. This tournament found many excellent players in the draw and gave the members of the Club an opportunity to play against better competition.

The traditional Francis William Bowl Tournament has now reached the quarter-finals. In the remaining matches Edward Phillips plays Laurence Franks, Kaino Pane plays Chester Gibadlo, John O'Kane plays Albert Kimball. Stanley Phillips is in the semi-finals by his win over Carl Clem.

Sunday, September 30th, the Tennis Club plays its final match of the season with the League Champions, Brockton Y. M. C. A.

PERSONAL NOTES

MAIN OFFICE AND SALES

Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman
Ruth Milliken
Vera Ransow
John Murphy
Dorothy McEleney
Edmund Geigle

What happened to the Sales soft-ball outfit? Some rumors say "Zooker" Tucker's retirement from the game was the cause. "Ripper" Collins' batting slump couldn't have been the reason, according to his arguments.

The recommendation of John Barry, Traffic Department, reads as follows: "Everyone who likes the superlative in different entertainment should put the Fair on their must-see list." John spent one week in Maine enjoying the fresh air, fresh fruits, and fresh vegetables, and the second week at the Fair. He can give you all the reasons in the world why you should go there. Ask him about it.

We want to extend a very hearty welcome to Anne Walukevich, who recently joined our ranks. We must admit she did not receive a very hearty one when she recently played Softball, and injured her knee quite badly. But, we certainly hope that it's all O. K. now.

Chick Campbell, our new fire Captain, has been away taking physical inventories at several of the roofing warehouses. The temperature at Baltimore was 110 in the shade—and very little shade!

Long live the Champ! George Carr has lost his championship title as the best "turn back" broadcaster over the Ediphone system. Not so long ago he gave up his crown to Bill Blair, who, George had to admit, gets terrific volume. To further prove Blair's title to the new honors, he was asked by Spot Whitaker "How is the mouthpiece today?"

Mike Triventi, formerly Messenger at the Roofing Mill, has been transferred to the Main Office Messenger Service. We're very glad to have you with us, Mike.

It certainly was a relief to many people in the office to learn that Adam Scott's mother had returned safely from Scotland. She was there at the time war broke out in Europe and had planned to return to this country only a few days after the sinking of the Athenia. We were all glad to hear that her return voyage was a safe one and that the anxiety of her family had been relieved.

Did you ever see anyone who could win golf cups like Julia Lewis? Seems that all she has to do is enter into the competition and the prizes are "in the bag". How ever do you do it, Julia?

We are all certainly very sorry to know that Anna Roundy is in the hospital, recuperating from an operation. But we are glad to know that she is holding her own, and wish her all the good wishes and greetings we can think of, and hope she will be back with us soon.

Now that the hot weather is over, the Traffic Dept. is a bit sad, because that means no more refreshments for a little while.

One of our messenger boys, on one of his recent days off, spent the day sitting on Boston Common reading magazines. You felt all right didn't you, Walter???

Betty Benson is now a member of the Stenographic Department, having been transferred from the Accounting Department.

We extend a hearty welcome to Miss Ruth Brunell of Foxboro who is a new member of the Stenographic Department.

Maurice Godfrey, Main Office, and a friend vacationing at Peaks Island, Maine, with "the girl friends."

Last year's Interdepartmental ping-pong champions, namely the sales, have started to plan their strategy for the coming season. They may be seen practicing nights at Bird Hall. Looks like no competition for the sales outfit this year. What say, lower mills?

Dot O'Kane certainly is a regular little busy bee. While at the hairdressers, she was seen working on a scarf—possibly to be added to her already bulging hope chest.

Should any flies, bugs or bees come in your window, just call on Irene Lamore who is the self-appointed "Chief Bug Killer."

Anne Kelliher is off for the New York World's Fair to see Grover Whalen and the Aquacade!

Bernice Bechunas went to the Fair too, and she also recommends it very highly. There must be something to it.

Even though most of us over on the Top Floor had little or nothing to do with it, we can't help being proud of "Our Girls" who recently won the Softball Championship. They did work hard, and deserve a good hand and praise for their efforts.

Pauline Ransow recently came back from Five Islands, Maine, with a beautiful glowing countenance by which we know that she stayed out of mischief by keeping out in the sunshine.

Another "Fair" vacationer is Marion Smith, who, as we go to press, is enjoying it all to the utmost.

Oscar Lambine of the Engineering Division is very hesitant about visiting the Stenographic Department now and we wonder if he is as hesitant about telling why.

Will Barney Geigle please explain where he went the night he went out and didn't get home until time to report for work the next morning? We'd like to hear his alibi, or did the Pontiac *really* run out of gas!!

Lately Maurice Godfrey has been "practicing" to be an executive. He's really not bad. Just a bit immature. Keep at it, Maurice. Stranger things have happened.

The World's Fair was the mecca of several of the Billing and Comptometer Dept. girls, counting among its visitors Edythe McMullen, Dot Elwell, Pat McDonald, Elsie Gottberg, and Eleanor Carlson. All reported a good time, but one rather tough on tender "dogs."

Mary Bannon expects to spend two weeks visiting friends in Cleveland, Ohio.

The old custom of each vacationer sending a remembrance to those left behind, was strictly adhered to by the Billing Dept. members, and as a result, many boxes of chocolates found their way here during the season.

After a trip to Virginia Beach, Virginia, Elsie Gottberg and Dot McEleney are able to sing "Anchors Aweigh", with real fervor.

PAPER MILLS

Herman Nordstrom
Frank Murphy
Edward Geraghty
Edward Costello
Carolyn Delaney
Mary Driscoll
Peter Glebus
Joseph Jarlis
Ernest Stather
John Wytones
Lawrence Balduf

The Cartridge Cutters spent a very enjoyable evening recently at the home of Mrs. Steven Sluzas in Dorchester. Mrs. Sluzas was the former Hilda Zimlicki of this department.

Ray Lobisser attended the National Air Races while on his vacation in Cleveland, Ohio.

We are all glad to see Wilbur Fay and Eric Anderson back at work, both recovered from spells of sickness.

George Barton spent his vacation in and around South Boston.

George Keddy motored to Nova Scotia.

Herman Nordstrom and family spent a week at Swift's Beach, Wareham. No hurricanes can scare Herman away from one of his favorite beach resorts.

We were sorry to hear about the accident in which Roy Colmer hurt his hand so badly, but are glad to report that he is recovering in fine style.

Wanted—one milking goat. See George Wise before paying for same. He has peculiar ideas on the right price.

George Carlson spent his vacation on the Cape, and Donald Ross spent his learning how to ride a bicycle.

Join
American Red Cross

Jerry Cullinane, piper, and Mrs. Cullinane spent part of their holidays at Twin Mountain, New Hampshire. How do you like Jerry's hat?

Kimble McEwen and family motored to Prince Edward Island on their vacation.

Jean Angus, formerly secretary to Mr. Conrad, and Paul Knight, foreman of the Beater Room, were united in marriage on Saturday, September 16 at Jean's home in East Walpole. After a wedding trip they will be at home to friends at 15 Walcott Avenue, East Walpole. Best wishes to both of them.

What's the attraction at the Norwood Candy Mart? Boxer Eddie Sullivan is seen there very frequently lately.

In regard to the snapshot of Bob Hood and his "big" fish caught at Barnstable, we state that this seems to be one we threw away earlier this summer because it was too small. How about it, Bob?

Don Juan Carlson of No. 3 machine has been reported burning up the cement on the Worcester Turnpike in the wee hours of the morning. Was he riding around in circles, or was he looking for somebody's house?

We notice the marriage intentions of John DeCosta and Veronica Dixon in a recent paper. Best wishes for the big day, whenever it is!

Robert Mattson was married on Friday, September 8 to Miss Florence Giandomenico of Walpole. Best of luck, Bob.

PHILLIPSDALE

Rexford H. Salisbury — John H. Nolan
David S. Lowry — Leslie E. Howard

We were very glad this month to have a visit from Joe Farrell who came around to see if things were getting along all right. We hope he comes back again soon.

Among those taking vacations recently were Jimmie Blessing who went to Washington. We understand that he got in touch with the senators and told them what was right.

Henry, Tixie and Fergie are somewhat downhearted but we are told will feel better when the fall season starts at Narragansett which, we understand, is not far away.

Congratulations are in order on the arrival of Helen McConnell on August 1 and Patricia Ann Oliver on August 21. All parties concerned are doing fine including the fathers.

We are glad to see Bill Conway back again after having been laid up with a broken ankle and Joe Sienkiewicz who has recovered from an appendicitis operation.

Oscar Bolin, the fellow that everything happens to, recently got a break when he won a basket of groceries at the Capital Theatre in Pawtucket.

Clarence Pierson has moved again. After all, perhaps this isn't news.

Wedding bells rang out for Talbot Wentworth who was married to Miss Mildred Crosby of Framingham on September 9. We wish them every happiness.

BOX FACTORIES

NO. 1 BOX SHOP

John P. Walsh — John Phelan
Earl Boyden — Helen Sironka
Richard Sprague

Anyone wishing to learn Italian, apply to Peg Grosso. So far she has one pupil, but would like a few more.

Harold Higgins is quite an artist, especially where shamrocks are concerned. Why, he's so busy that he takes a taxi to work, and that's no fooling!

Nellie Winskas of Norwood and Paul Pinchiere of Hyde Park were united in marriage at Lithuanian church in Norwood, September 16. A reception was held in Hyde Park. All attending reported a lovely time.

Tony Unaley has been very seriously ill at the Chelsea Naval Hospital. We all miss him and hope to see him back soon.

About all the Combiner men are back from their vacations, but we haven't heard much from them as to how or where they went.

Esko Gronroos is building a new home on North Street.

From the write up in a recent Norwood Messenger about John Cooke's softball pitching, we would say he has the makings (Or how much did it cost you, Cooke?).

Our banana king (Roy Cobb) spent his vacation putting finishing touches to his enlarged home. He needs another two weeks to recuperate.

Mike Sameski went to the Brockton Fair twice. Most of his time was spent watching the glamour girls and Kelly the candy man. But he came home empty-handed.

Amelia Galgauskas took in the Fashion Show. She simply "oh'd" and "ah'd" throughout the show, which lasted two hours.

Pauline Kasuilinos and Anne Stasis are heading for Hampton Beach every possible weekend. We wonder (rather idly of course) what is so attractive there. Could it be the scenery, girls, or is there a handsome life guard? It certainly is too cold for swimming now!

Whitey Readel has joined the ranks of harassed homeowners, with the purchase of a lovely new home on Coolidge Road, Walpole.

Catherine Brennan, Statistical Department and Betty Lamore, Flooring Sales vacationing at Marblehead.

The best way to get a ride from East Walpole to Norwood is here demonstrated by Lilyan Paquette and Ethel Murray. Lilyan works in our Accounting Department and Ethel at the Credit Union.

Andy Center has also become a new taxpayer on property off Washington Street in East Walpole.

If any of you boys want to know anything about bull dogs, see Henry Dowdie. His dog took three firsts and one second prize at a recent show.

We are glad to see Henry Yngve back with us after a long absence.

We welcome Stanley Benkavitch, a new worker at the Box Shop.

Bill McGrath has moved from Dorchester to Norwood. Were you afraid of the long, cold ride now that frost is in the air, Bill?

Moe DiPlacido is on a leave of absence for a few months. He is taking in the middle western states this time.

Ed. Morrissey is now a married man. Congratulations.

Congratulations are extended to Lewis Hartford. He has recently become the father of a baby girl.

No wonder Martin Kane comes in half asleep. He's a father to a baby boy. Congratulations.

Now that vacations are practically over, we can all settle down to good hard work. A year is a pretty long time, but just think what awaits us at the end of it.

We are glad to welcome Ellen Ahlman back among us after a long absence following an automobile accident.

Who were the two love birds that went on a trip over the recent holidays?

NO. 2 BOX SHOP

Josephine Rose — Alma Walsh
Alice Brady — Thomas Wood
Helen Ceglarski — Vaughn Allen

Roy Fullerton is back from the World's Fair. How's things in the big city, Roy?

Anyone looking for hot tips on the horse or

October being the month of Halloween, we give you this picture to keep you awake nights. Yes, this person actually works in our East Walpole Office and if you try from now until Christmas you probably won't guess who.

dog races should get in touch with Roy Meears.

We welcome Joe Burke to our department.

Among our vacationists at the New York World's Fair were Catherine Brady, and Louis Hertel.

We extend our best wishes to Vaughn Allen who was married recently to Helen Duke of Norwood.

Alice Blazonis spent a very enjoyable vacation at Fieldston.

We welcome Janey Heaver in the flower pot department. Now that she has mastered the little trick in making flower pots, we hope she will enjoy her work.

John Sigmund enjoyed a trip to Canada over Labor Day.

We are glad to have Betty Doane back after a recent illness.

Jack White, Jr., is the proud father of a baby girl. The mother was formerly Frances Dray, of the flower pot Department. Congratulations to you both.

We welcome the following to the Box Shop: Barbara Coyne, Madeline Florest, and Raymond Corbett.

Hokus Heikkila reports a very pleasant trip on his vacation which he spent in Maine.

Mary Scanlon is leaving us to be married to Mr. John Bigley of Quincy. We wish her luck and happiness. We will miss you, Mary.

Lester Lynch is back after his illness. Also Alma Walsh.

We are very sorry to learn of Laurence Hubbard's accident, and hope he will be back with us soon.

Rose Ruggiero has returned after a recent illness.

The fellows around here don't have to read up on the war situation in Europe. Al Lipinski keeps the boys well supplied with the latest news flashes.

The other day Bud Shusta made this remark: "Al, if I have to go to war, I'm going to try to stop off at Finland for a day or two and get a Finnish bath. I hear the steam baths over there are pretty good." Why not try South Norwood some Saturday night, Bud?

Amos Dixon has returned from his vacation in Nova Scotia where he acquired quite a tan.

We were sorry to have Olga Eysie leave us recently to be married. She had worked with us quite a while. We wish her luck and happiness in the future.

Walter Hartig is sporting a new DeSoto coupe. Pretty nice, Walter.

What young aspiring band leader from the Box Shop was seen recently cavorting around at the Frolics in Salisbury?

We have found out that Don Ameche is really Michael Moses!

Fred Morrison has returned to work after an accident that injured his foot quite badly. We are happy to see him again.

Roy Meears had a birthday party recently at his home on Chapel St. Some fun, eh Roy?

ROOFING MILL AND OFFICE

Arthur McKenna
John White
Leroy Walton
Maxmillan Rabinovitch
Harold Mattson
William Percy
Bruce Farrar
Kenneth Stuber

Danny Costello enjoyed his vacation with relatives in the big town of Whittonton, Mass.

Patsy Rizzo has returned to work after a week's illness. Welcome back.

About a dozen of the lads from the Insul Bric Dept. spent a Sunday recently deep-sea fishing out of Plymouth, Mass. They reported a wonderful day's outing, enjoying a long sail in grand weather with nobody sea-sick and not too many fish caught. However they witnessed a 900 lb. sailfish being boated by some real fishers. Bill Coughlin won the prize for the largest fish, and Earl Maxon deserved a consolation prize as he caught more fish-lines then anybody else and did the longest and fanciest casting with nothing to show for it but some lost tackle. Carl Sundquist was absolutely disgusted with the conger eels which he caught so consistently.

Officers and members of the Building and Roofing Employees' Union had Mr. B. H. Roberts as their guest speaker Sunday, September 17th. Mr. Roberts gave an interesting talk on the Roofing situation and on business conditions in general. It is hoped that he will accept another invitation to address us in the near future.

John Hurley, our clam expert, visited his old home town, Rowley, during the recent pageant and celebration.

Congratulations to Joe Destito who was married August 19. He and the Mrs. spent their honeymoon in New York City.

Rumor has it that George Kozak will be the next man in the Transfer department to join the benedicts. However, Johnny Doyle may beat him to it, from what we have been told.

Too late for the August issue, came this item of interest: During the noon hour on July 31, Brenton Steele, then working in the Maintenance Department, lost his pocketbook containing over forty dollars. Francesco Antonico on No. 6 machine found it, and on finding out whose it was, from the identification card inside, promptly returned it. A reward was offered, but refused by Francesco, who said, "Give the reward to your kids, and be more careful next time." Nice going, Francesco!

Our old friend Ned Bellew is about to take the final leap into matrimony. Good luck!

We are trying to find out whether Francis Nichols is trying to be an orderly nurse or doctor. He is seen around the Norwood Hospital quite often lately. Explain, Francis!

Frank Campisano and Paul Calderone were the "doubles" winners of the Roofing mill's horseshoe tournament.

We are glad to see Harold Mattson back at work after an appendicitis operation.

Vacations among the still men include: William Letts, Maine; James Sword, short trips; Albert Surette, Canada; William Gordon, short trips.

Jack Millin left the Shipping Department to resume his studies at Holy Cross. Good luck, Jack!

Eino DiBerto spent two weeks at the National Guard camp in North Plattsburg, New York.

After being laid up with a bad foot, Eddie Sears has returned to work.

Jack Bailey has returned to work after spending a week on the old farm in New Hampshire.

Herbie Snell is the proud owner of a 1937 Pontiac Sedan.

Ralph Kemp and family spent the holidays in New Hampshire.

Stan Sallie spent his vacation at Manomet Point.

Gus Welch has moved into civilization on Monroe Street.

Carl Hagblom spent part of his vacation at the World's Fair.

Luigi Cicolani has returned after a long siege of sickness.

Gordon Eaton is now a full-fledged citizen of the U. S. and Nestor Lammi will soon be one. Congratulations to both.

Tom Curran, our happy-go-lucky Celt, is making a reputation for himself as a gaelic crooner.

Eddie O'Neil spent his vacation at Swift's Beach.

Pat O'Donnell from all reports, is running a close second to Dave Wilson, the handicapper. What's hot today, Pat?

Jim Hamilton is back at work after spending his vacation up in the Maine woods.

Bill Slattery has moved from Stone St. to the other end of Stone St. extension.

William Carr has returned from a visit to Prince Edward Island.

We are pleased to learn that Harry Bellew and Carl Edman, who have been on the sick list for some time, are now showing good recovery.

Mathew Iagatta five months old, and Daniel Iagatta two years old, attractive children of Daniel Iagatta Flooring Shipping Department.

Bob Hood "caught" this "big fish" on his recent vacation at Barnstable. See the notes for further details.

Gilman Taylor has left us to resume his studies at Colby College.

Henry Smith spent a one week's vacation in the White Mountains.

Another visitor to the White Mountains was John Graney.

Warren Manson has returned from a visit to the World's Fair, and Charles Chorlton spent a two weeks' vacation between the World's Fair and a tour of the Cape.

Andrew Wright has left for a visit at South bend, Indiana.

FLOORING MILL AND OFFICE

Angelo Macchi
Thomas Paquette
Laurence Gammell
James Bunker
Leon Zinkowsky
Albin Vietze
Thomas Burns
Edward Travers
Frank Shimsky

John Didick has a favorite song, besides his many others. The one referred to is "In my Oldsmobile".

Walter Zacofsky was reported to have been in Maine and New York. He certainly likes to travel??

We didn't have enough time to complete our "spy" system for collecting shipping department news for this issue, but here is what we did manage to scoop—

Anyone contemplating building any kind of a trailer would do very well to get in touch with Al Haward right away as we are told he has enough material left to build two more.

Several bicycle dealers have been seen talking to Frank Monahan but as we go to press he hasn't traded.

Our Walpole spy claims to have seen Ed Daley looking over the new 1940 Dodge and Plymouth cars.

We expect first hand information about our nation when Harold Hale comes back from Washington, D. C.

Carl Hilton tells us that his hunting dog does everything but shoot the rabbit. (No doubt he'll teach him to do that.)

Our able card marker, John Folan, is learning to be a pilot. We hope he doesn't leave us for parts unknown.

Carroll Gammell has at last got rid of the car that has been a jinx to him for so long.

Elton Moore has just returned home from a vacation spent in the old country, namely Nova Scotia.

A beautiful prize has been offered to the first man who is able to engage Andrew (FF messenger) in any kind of a conversation.

Charlie Miller spent one week of his vacation fishing on Martha's Vineyard Island.

The Shipping Department is looking forward to a very successful bowling season. We have seven former "champs" as a start to moulding the team.

We have been promised the services of Walter Winchell's understudy in compiling the next issue. 'Nuff said.

Barty Coyne's voice came in very handy when the jitney phone was out of order the other day. We have been unable to confirm the report that he is the proud possessor of three hog calling ribbons.

Arthur Costa and Dermond O'Dea have just been transferred from the Finishing Room to the Print Machines.

Jesse Ghen is too honest to be a fisherman. This is the third week, Jes, that you have admitted that you came home with a bag full of nothing! Take a hint from Frank Clem and Bert Seekins (get it?).

John Sorjanen narrowly escaped serious injury the other day when the handle of the lift truck he was using sprang back and struck him in the face.

Charles Treciokas has just become a proud father.

An observer might have seen Martin Scampini last Sunday at the site of the new Sportsman's Club of Walpole, swinging a pick and shovel.

John McDonald has just purchased a new home in Foxboro. There seems to be some attraction in Foxboro, for some reason or other.

Al Hutchinson has got "to him" a newer Ford.

Eric Soderlund spent some sunny days in Connecticut and then a few more in New York.

Andrew Rocca visited the beautiful lake regions in Maine.

Joe Haire (of Coyne & Haire, inc.) is writing a book on boils; their cause and effect—Harringtons' at 3 A. M. Sundays is no cure Joe.

Tom McHugh, our demon checker, has bought a new home in East Walpole.

Presenting Henry Grover, Roofing Plant, at home on his farm on East Street, Walpole.

And here, boys and girls is Raymond Wolf of Chicago exhibiting THE FISH he caught on a recent fishing trip. Puzzle — find the fish.

The U. S. Post Office has had to put on a special carrier to take care of the increased business at Carroll Gammell's new home in Dedham.

This summer we saw Carl Rafuse at the World's Fair.

Joseph Doran and James Gallagher were told by an earnest fellow that a submarine was seen off the coast of Kentucky!

Bill Everberg is willing to listen to comments, providing they pertain to double living.

Our wish is for the speedy recovery of Bill Colmer's son, Roy, who works at the East Walpole Maintenance office.

Frank (Golden Voice) Karshis is sporting a new Ford sedan.

Believe it or don't.—Bill (Waldo) Pratt claims that in 1935 he weighed 128!

Red Mahoney has just returned home after an enjoyable vacation spent in East Walpole and points west.

Laurence Gammell spent the Labor Day weekend in Vermont.

Albert Duffy was also in Vermont that week end. He will keep out of there now, or behave himself. He may have to go up again to keep an appointment with a local judge.

The New York World's Fair was a very popular vacation spot this year as these men all reported a great Fair and a wonderful time—Francis Nevins, George Grover, Victor Plosinski, Roland Michaud, James Bunker, Joe Haire, and Orville Spinks.

Two of the Shipping Department men were on the Championship soft-ball team from Norwood—Bart Coyne and Frank Nevins.

Nappie LaCasse promises the writer a special edition to the next *Review*. We have seen the prologue and can say it's going to be GOOD.

Your correspondent refuses to disclose the names of the two men who wanted to apply a tourniquet around Hayward's neck when he had that bad nose bleed.

Dick Jenkins has offered some of the boys special rates on hair dressing.

Al Conant is sporting a "brand new" 1931 Ford. Hold the reins taut Al.

George Hebert has just returned from a successful fishing trip to Plymouth.

Irving Smith has to take his girl to the Totem Pole now. She claims that with a car like his, they must go to the best of places.

Ride it cowboy! This is George R. McNay, Chicago Roofing salesman who didn't even know this picture was taken, and will be plenty surprised when he sees it here.

CHICAGO MILL AND OFFICE

Gladys Davis — Edward Stadt
Raymond Gusick — M. C. Thompson

We all thought Santa Claus came to town the other day, but it was only Oscar Bowman. He had on the cutest red suit.

Bennie Van Brussel is the proud father of a baby girl (and we mean proud). Congratulations, Bennie.

When it comes to breaking records, you can't hold No. 1 Machine down. The new record they recently made on 90# Slate isn't going to be a record very long, so they say.

Who knows when Herbie Cranford is going to buy the "cokes"?

Ralph Reithofer can be seen in a big hurry to get home every Tuesday night. Why?

Bill Falstrom wants to know how many corners it takes for a 30 square siding job. Ask Al, Bill; he will help you out.

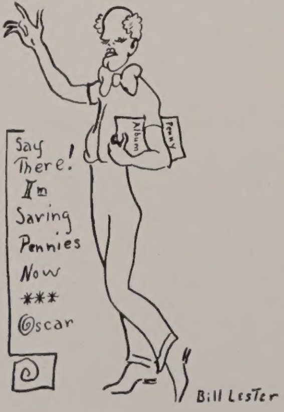
Jim Comiskey on his recent trip to New York met up with a very beautiful traveling companion, who Jim says may be the future Mrs. J. C.

Lawrence Miller, President of the "Miller Glass Works" is playing bridge with a former Mayor. Nice going.

Bob Julian is sporting a new Studebaker.

In certain circles it has been said that this same Major Bob Julian has made that final step. We wonder.

This is how Oscar Bowman looked in his Santa Claus suit. Too bad we can't reproduce it in color to show you the nice red effect.


Say There! I'm Saving Pennies Now *** Oscar
Album
Penny
Bill Lester

SHREVEPORT MILL AND OFFICE

Grace Fuller — Charles Houghton
Robert Jenkins

Ray Wolf and Joe Lance report that the big fish in Cross Lake were biting good, especially "mud cats"—It's just a report. . . .

Lawrence Miller has been noticed lately visiting the new radio station—maybe to get the latest war news first hand.

"Blue" Thompson says he expects to have the job of picking up unexploded shells from air raids in the next war.

We wonder why "Me and My Shadow" is being hummed again these days.

Sewall Winkler has discovered by experience that the top of a car doesn't ride as comfortable as inside.

John Leon gets very much disturbed every time he gets a letter from Mississippi.

Dick Potter is spending a few days with us—glad to see you back in the good ole' south.

That recent party given by some of the boys was a big success except that Frank was sorry it ended so soon.

George Grey is happy again! He had a long face for quite a time.

Willie Winkler has been advertising in the newspapers lately. His ad hasn't been successful so far.

Did Frank Kruzenga, Ray Wolf and Dave Province go right home that other Friday evening????????

Forgot to report last issue that Willard Troquille is quite a ball player. Had his name in both local newspapers for missing a flyball. Seems he collided with another player while looking skyward—one broken nose the result—to the other player.

Dick Johnson is vacationing in Minnesota and from all reports, via post cards, is having a wonderful time enjoying that special Minnesota breeze.

C. E. Houghton is the proud parent of a baby girl—Patricia Ann (Patsy).

WHO is the couple we see walking along the street at lunch time arm-in-arm? Maybe we should ask George and Jane????????

We welcome Kathleen Jacquet to the stenographic department.

We are sorry to report Mr. R. D. Peterson was on the sick list for a while, but glad to see him back on the job again.

George Shaw is taking a two weeks' vacation to points unknown—Willie Smith is "pinch-hitting" for him.

No one recognized Grace Fuller when she returned from her vacation this week. She had exchanged her "peanut buggy" for another one—and hopes this one won't leak.

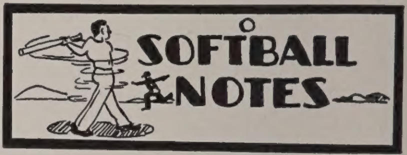
Since the days are getting a little cooler some of the gang in the office, who have had all the fans directed on them, have decided that a person cannot work with a fan blowing all the papers off their desks and have come to the conclusion that to properly cool an office the fans should be changed so they will circulate the air.

FOR SALE

Cord wood—Cut and delivered. Call Camello DePlacido—Telephone, Walpole 851.

12-gauge double barrelled shotgun, Parker VH grade. See Ralph Watson, No. 1 Box Shop Office, if interested.

Joseph Adamonis of the Flooring Print Machine enjoyed his vacation with relatives in Detroit. Joe (on the right) says you can get a lot of sasparilla for a nickle out there.



SOFTBALL NOTES

By Robert McIntosh

At the present writing the two men's interdepartmental softball leagues are just finishing up their season, which has been a great success from the standpoint of participation and interest. Counting both the men's and the women's leagues, over 200 people took part, and in addition we boasted both a women's and a men's Company softball team.

In the men's "A" league, the first half of the season ended with Floor Covering on top. However, in the second half, although the Floor Covering is leading, the Roofing Mill is close on their heels. If the Roofing team wins the second half, play-offs between Roofing and Floor

The two ladies in the foreground are the oldest living twins in the British Empire. They are shown here at Truro, Nova Scotia just before they met the King and the Queen during the Royal visit last Spring. The lady on the right is the grandmother of Clare Hayman who works at our Undercoat Department at the Flooring Plant. The picture was submitted by William Pratt, Flooring Plant.

Covering will be necessitated to determine the "A" league champions. If the Floor Covering duplicates its first-half win, they will be undisputed champions.

In the men's "B" league, the team from the Roofing Mill won the first half without a single defeat, and the second half has just been won after a close battle by the Floor Covering Finishing Mill. This team and the Roofing Mill will now play off for the championship of the "B" league.

There was a great deal of improvement this year in the games played in all leagues. In the men's "A" league, all four teams representing Floor Covering Mill, the Roofing Mill, the Sales Department and the Box Shop were evenly matched. As a result there were not only many one-run victories, but every team had several defeats by the wind-up of the first half.

Although the Roofing team seemed invincible in the first half of the "B" league series, the second half competition was unusually good and unusually keen.

The men's Company softball team was not quite as successful this year as last, although we again won the Norfolk County Softball League, being undefeated. At the district play-offs at Framingham we lost to the Atlantic Excelsior Company whom we defeated last year in the first game of the play-offs at the State Championship. The Atlantic Excelsior Company team was greatly improved over last year, and defeated us by a relatively close score of 3–0.

Cups are being donated by Mr. Charles S. Bird to the winners in both men's leagues and the girls' leagues, and these will be presented as soon as all winners are known.

SUGGESTION AWARDS

August

THE following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of $10.00:

Enlarge Slate Hoppers—Joe Cozzi, FC

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Change Sprinkler Line at DM-3 Cone Drive—Everett Brennan, EMW
Replace Only Front Section of DM-30 Mono Rail—John Broadley, EMM
Use Plates on Freight Cars at Slate Hopper—Thomas Concannon, FBX
Off Set Counter on FXGM-4—Jack A. Cononi, FXG
Slider for Chutes in Slate Room—Joe Cozzi, FC
Smaller Water Pipes for Cooling Bearings at Tube Mill—Perry Crane, FBW
Eliminate Dangerous Pit Near Bumper FBV—Timothy Dowling, FBZ
Raise Cutters on ALC Box Dies—Lawrence Hubbard, FXR
Long Loop Signal in Hanger—George Johnson, FFP
Special Additional Guards at #5 Mixer, FFG—John Johnson, FFG
Move Worm Conveyor at Thick Butt Section—Korneluis Kruithof, FS
New Method of Wrapping Insuliner—William Lester, FC
Protection at Slate Bins—Modester Myers, FSV
Special Guard for Corner Trim Press—D. M. Patton, FBI
Metal Padding for Insul Bric Press—Joe Purpura, FBI
Recessed Cap Screws on Safetys at FXC—Edgar W. Ross, FXC
Stand at Shingle Machine—John Scheen, FS
Ductor Blade Over Belts at By-Pass and Storage—Wm. Slattery, FBW
Water Sprayer in Ash Pit of #5 Boiler, FBR—Harold F. Smith, FBR
Hard Wood Board for Presscutter—Anthony Soltan, FC
Splash Guard on Top of Mixer—Newell Tibbetts, FBC
Iron Chip Chute for FBPM #2—Edmund Wenstrom, FBPM

The following were given an additional award of $10.00 for having had five suggestions accepted:

Joseph Cozzi, FC, Thomas Concannon, FBX, Perry Crane, FBW, Dwight Patton, FBI, John Scheen, FS, Newell Tibbetts, FBC, Edmund Wenstrom, FBP.

September

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of $10.00:

Table for Breakout Work from Machines 27 and 28—Earl A. Boyden, FXF
Better Method of Printing Insul Bric Cap Sheet—Rudolph DeMichele, FBP-1

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Change on 8/4 Blade—Carl Brennan, FFD
Spreader for Paper Rolls—John Broadley, EMM
Stands in Back of Finishing and Roughing Rolls—Anthony Campisano, FBW3
Oil Valve on #5 Heaters for Storage Tanks—Ralph Clifford, FBB
Change the Weight on Plastic Cement Can—Benjamin A. Hathaway, FBC-1
Move Ropes on Crane Rail Switches #3 Print Room—Clare Hayman, FFN-30
Angle Irons for Felt Marker—Kornelius Kruithof, FS
Change Ductor Blade on 8/4 Varnish Machine—Fulton MacLean, FFD
Oiling Roller Chain Links on Conveyor FX #2 Basement—Roy Meears, FXV
New Method of Piling Saturated Boards—Frank Montisano, FBI
Steel Plate at Board Feeder—Frank Montisano, FBI
Extension for Saw Table in EM—Matthew Naughton, EMW
Additional Starting and Hoist Switches on FXCM-1—Bennie Palleiko, FXC
Bar to Hold Felt While Winding Loop-Roll—Irving G. Slaney, FBP
Better Method of Moving Rolls of Paper—Arthur B. Sprague, FXR
Tin Plates for FXFM-28—Bernard Stravinski, FXF
Strapping Edison Battery Cells—Joseph C. Swasey, FBV
Change Location of Paint Valves at #8 Storage Tanks—Hilton Taggart, FBPM-5
Stop on Crane Rail at FBPM-5—Ira Treen, FFY

Three men were given an additional award of $10.00 for having had five suggestions accepted:

Frank Montisano, FBI, Joseph Swasey, FBV, Ira Treen, FFY.

QUOTES SCRIPTURE TO SELL BIRD SIDING

DOWN in Louisville, Kentucky is an ardent salesman for the State Home Improvement Company, who by this time probably has sold a new Bird Insulated Bric Siding job for a negro church in that community.

According to the latest information received by our Sales Department, both the pastor and the Church Board favored the application of Bird Insulated Bric Siding. All that was needed was the money, for which they must appeal to the congregation. The salesman, who apparently is something of a student of the Bible, suggested to the minister an appropriate text which would

John Buckus, Flooring Shipping Department with part of his "catch" on a hunting trip to the Cape during his vacation last Fall.

cover the situation, and we are told this text was actually used in the next Sunday's sermon, with good results we hope.

The text is as follows:—Chronicles II, Chapter 24:5—"And he gathered together the priests and the Levites and said to them—'Go out unto the critics of Judah and gather of all Israel money to repair the house of your God from year to year, and see that ye hasten the matter'."

SAFETY RECORD

AUGUST proved to be our first no-accident month in all plants since last April. Three accidents occurred in July, too late to be reported in our last issue, and so far in September we have had two lost timers.

On July 11 Robert Wilson, Undercoat Department, Flooring Plant, was moving a roll with a crane. The roll started to swing and as he put up his hand to steady it, his finger was jammed between the core and a post, fracturing and dislocating it. It did not respond to treatment and finally, on August 15, he was forced to leave work and undergo an operation. He is still out.

Edward Sears, Roofing Shipping Department, on July 25 dislodged a pile of I beams as he picked a bundle off the floor. One of the I beams fell on his left foot and fractured two toes. He is still out.

Andrew Thompson, oiler at the East Walpole mill, slipped on the floor while walking in back of No. 5 Paper Machine on July 28. As he put out his hand to save himself, his arm caught between a roll and the felt, swinging him around, hitting his head on a casting and fracturing three ribs. Still out.

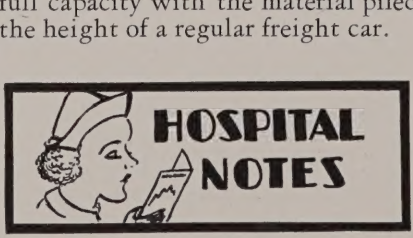
On September 12 John Sorjanen, Flooring Finishing Dept., received a fractured jaw when the handle of a lift jack he was using flew back and struck him in the face. Still out.

One of the most unusual accidents we have had recently happened to Laurence Hubbard, No. 2 Box Shop, on September 18. He dropped a die shaft on his foot, and, as the pain made him feel faint, made two trips across the room to the drinking fountain for water. On returning the second time to the machine, he collapsed and hit the back of his head on a skid as he fell, receiving several cuts and a concussion. He is still out.

Because of this Box Shop accident, the Safety Shield now goes to the East Walpole Paper Mill, where there have been no accidents since last January. It has been more than nine years since this mill held the shield. May, 1930 was the date on which they last gave it up. Best of luck to them in holding it this time for many months to come.

BIRD DEALER SUPPLIES MASTS

RICHARD H. EMERSON, Roofing salesman, sends us the interesting information that the Bird dealer—Somerset Door & Column Company of Somerset, Pa.—supplied all of the masts and spars for the replica of the Constitution now being exhibted at the New York World's Fair. Mr. Emerson says that the company is one of the few column manufacturers in this country. The shipment was made in a gondola type freight car which was loaded to full capacity with the material piled the height of a regular freight car.



THIS WINTER'S COLD BILL

THIS country is going to have a common cold bill of $1,500,000,000 in 1940. The share of each of us amounts to about $11.50, and takes no account of the sniffles and headaches we bear in comparative silence.

The men in one company, seeking to reduce this cold burden, found that by taking one tablespoonful of cod liver oil each per working day, they lost 30 per cent less time due to colds.

Dr. Victor G. Heiser, medical consultant of the National Association of Manufacturers, offers these few hints for continuing summer health and preventing colds during the winter:

1. Avoid overeating, but include plenty of milk, fruit and vegetables in your diet.

2. Get at least eight hours of sleep a night.

3. Drink at least six glasses of water a day.

4. Keep away from persons with colds.

5. Dress according to the weather; don't be either a sissy or a "hero" when it gets cold.

If you know you are unusually susceptible to colds, check up with our hospital; talk with the nurse and the doctor and get their advice about taking more vitamins, ultra-violet treatments, or the free cold vaccine which is given at our hospitals.

ACKNOWLEDGMENTS

The family of the late Philip H. McCartin acknowledges with grateful appreciation your kind expressions of sympathy.

Thank you most sincerely for your comforting expressions of sympathy.
Mary McKinnon.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.
Mrs. Gerda Mumblow,
Miss Clara Mumblow,
Miss Eileen Mumblow.

We wish to thank our friends at Bird & Son, inc. for the beautiful flowers and kind expressions of sympathy during our recent bereavement.
The Lynch family.

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.
Mr. and Mrs. Jesse R. Ghen and family.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

Master-Bilt 3 in 1 Thick Butt Master-Bilt Weather-Tex Thick Butt
Custom Built NEPONSET Twins Thick Butt
NEPONSET Double Twins American Double Twins Loc-Set Hex-Twins Individuals
Lock-Butt Giant Individuals
Tri-tab Hex Copper-clipt
Art Wall Siding Weather-Tex Siding Art-Bric Siding
BIRD Insulated Bric-Siding BIRD Insulated Weather-Tex Siding

BIRD Roll Roofing

Paroid Art-Hex Mineral Surfaced American Ready Old Reliable
Universal Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black Saturated and Coated Super Sheathing Economy
Refrigerator Insulating Reenforced Kraft Paper Duplex Kraft

BIRD Wallboard

NEPONSET Wallboard American Wallboard Art Craft Wallboard
NEPONSET Tileboard American Wallboard, Green One Side Poster Board

BIRD Specialties

BIRD Built-up Roof Materials BIRD Deadening Felt Tarred Felt Asphalt Felt
Plastic Cement Roof Coating

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE
BIRD NEPONSET Rug Border
BIRD Economy Rugs BIRD Economy Floor Coverings BIRD Economy Hall Runner
BIRD NEPONSET Hall Runner, Armored with BAKELITE
BIRD Lining Felt Economy Lining Felt BIRD Saturated Felt Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering
Patterned Plain Jaspé Chromasets
BIRD PERMATRED Floor Covering and Tiles

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases
BIRD-Fibre Wood Frame Shipping Cases

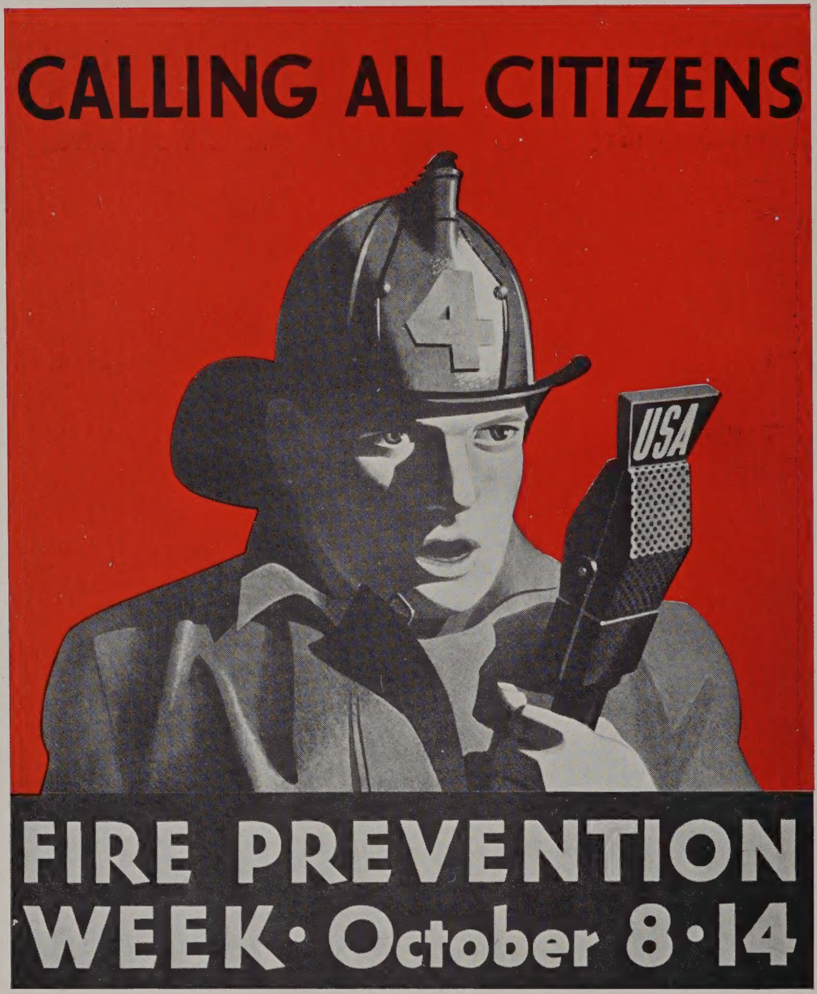
Carton Division

BIRD Shoe Cartons NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes Plant Bands

Special Papers Division

Index Pressboard Socket Lining Paper Rocket Paper
Cartridge Paper and Wad Fusee Paper
Chip and News Boards Mill Wraps and Heads
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper Toe Cap Felt
Innersole Board Cloth Board
Wet Web Saturated Papers

BIRD & SON, inc. Established 1795 **EAST WALPOLE, MASS.**


CALLING ALL CITIZENS
4
USA
FIRE PREVENTION
WEEK · October 8 · 14

{List of Bird Products on Inside Back Cover}

BIRD NEPONSET REVIEW

MERRY CHRISTMAS

VOL. 27 NO. 6 DECEMBER 1939

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plants
East Walpole, Mass. Phillipsdale, R. I.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass. Chicago, Ill. Shreveport, La.

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President, Benjamin H. Roberts
Vice-President, Richard C. Floyd
Vice-President, Charles W. Conrad
Secretary and Treasurer, Axel H. Anderson

Advisory and Consulting
Philip R. Allen
Elmer H. Bartlett
Philip H. Bailey

Directors

Philip R. Allen
Axel H. Anderson
Philip H. Bailey
Elmer H. Bartlett
Charles S. Bird

Charles W. Conrad
Richard C. Floyd
George C. Lee
Edwin M. Lines
Harrison F. Lyman

John R. Macomber
Benjamin H. Roberts
Benjamin D. Rogers
Allen H. Russell
H. Eugene Sawyer, Jr.

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Assistant Treasurer and Credits, D. E. Merrill
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Purchasing and Traffic Agent, A. H. Russell
Assistant Purchasing and Traffic, M. J. Hawkins
Director of Personnel, B. D. Rogers
Director of Research, E. M. Lines

Sales

Director of Sales, R. C. Floyd

Sales Manager Paper Products Division, A. M. Claffee
Sales Manager Box Division, C. H. Andrews
Sales Manager Carton Division, A. M. Claffee
Sales Manager Paper Division, A. M. Claffee
Sales Manager Roofing Division, E. L. Chamberlain
Manager Central Division, S. C. Traudt, Jr.
Manager Eastern Division, W. E. Hale
Manager Northern Division, Rogers Weed, Jr.
Manager Southern Division, A. D. Kilham
Manager Southwestern Division, R. D. Peterson
Manager Western Division, W. W. Wilson
Sales Manager Flooring Division, H. E. Sawyer, Jr.
District Managers
A. V. Garland J. F. McEndy R. T. Murphy
C. E. Tyson R. W. Westcott
Sales Promotion Manager, L. S. Wright

Manufacturing

Director of Manufacturing, C. W. Conrad

Assistant to Director of Manufacturing, P. N. Hills

General Superintendent Paper, Box and Carton Divisions
R. A. Wilkins
Superintendent Paper Division, J. J. Burke
Superintendent Box Division, A. D. Colburn
Superintendent Carton Division, R. L. Tupper
Plant Engineer, J. A. Sheehan
Chief Chemist, E. L. Connolly
Chief Research Chemist, H. T. Barker

Superintendent Felt Division, T. G. Henderson
Assistant Superintendent, R. H. Salisbury
Chief Chemist, A. H. Chamberlain

Superintendent Flooring Division, R. M. Wight
Assistant Superintendent, B. H. Bailey
Chief Chemist, J. J. Bradley, Jr.

Superintendent Eastern Roofing Division, M. R. Beasley
Assistant Superintendent, G. E. Smith
Chief Chemist, F. P. Reynolds

Western Manufacturing Manager, J. G. Young
Superintendent Chicago Plant, Erich Gach
Assistant Superintendent, J. F. Matcha
Chief Chemist, J. F. Comiskey

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New York, Chicago

Warehouses

Baltimore, Brockton, Buffalo, Cincinnati, Chicago, Detroit, East Walpole, Kansas City
Memphis, Minneapolis, Norwood, Philadelphia, Savannah, South Kearny, St. Louis

A MESSAGE FROM MR. BIRD

Good Wishes and Christmas Greetings to All!

OUR business, in its many years of growth from a small paper mill to mills which now make a wide variety of products, is one of the few in this country that has weathered the ups-and-downs and hazards of time. You will find that a large percentage of what seemed to be sound enterprises in the past have failed or dissolved. Mortality in business is as great as in life.

The reason we have prospered is not due to any advantage of location or natural resource. In fact, we have had many unfavorable difficulties to overcome, but we have pushed along, made friends with our customers, found new, useful and desirable products to make, kept abreast of advances in technical processes and, on the whole, accomplished a successful job in holding our own in the competitive game of buying, making and selling.

Our success is due to the fine character of the men who have worked with us through the years and particularly to the high level of skill and ability of management, who, in crucial times, have met many difficulties with commonsense and judgment. A business is a living thing and men make or break it. One serious error in judgment may be enough to destroy the work of years.

There are constantly new problems to solve; new and more efficient methods and processes in manufacture to discover, new products to find, creating new demand for our products.

I don't know of any concern of our size which has returned more to its working force, to research, to required new machinery and plant, than we have. It is sometimes hard for those in different jobs, when machines are operating at full capacity, to realize the difficulty of making them profitable. Often competition is so great that it is hard to return a new dollar for an old. In this year, as an instance, it was only in the last six months that we have been able to do so and this has been largely due to the intensive accomplishment of our Research Laboratories in making discoveries of material ways of lowering costs of manufacture and to the skill of our selling organization in building volume.

We should be thankful that our organization and our management is able and experienced to meet the problems of business, which are not going to be any less in the future than they have been in the past. There need be little fear for our future while we have this protection. There is, however, a danger which threatens all business and free enterprise; the danger of slipping so into government control that all freedom of action and even expression of opinion may become impossible.

In the past few years great powers have been given to the Executive Department of our Government, immense sums of money have been spent to stimulate business in schemes which many times have proven unsuccessful. A huge debt and the burden of increasing taxes placed upon the shoulders of all workers may prevent sound, economic recovery for some time. This we can bear and finally master. If, however, Government becomes so powerful that it dominates business and controls property, it will destroy private initiative and confidence, and we shall have no permanent recovery.

We have seen people, chloroformed by designing and plausible promises of arrogant men, in one country after another, turn to authority and finally to dictators for the solution of individual problems. It would seem impossible that anything like this could happen in the United States but we cannot take our freedom for granted and must be alert in its defense. The blessings of economic, political and religious freedom are not for weak men.

With wars and controversies raging, "peace on earth and good-will toward men" may seem a distant dream, but if we know the history of mankind, we can realize that there has been nevertheless some progress in understanding and we must have faith that this spirit may some day rule the world.

We can, at any rate, in our relations to each other and in our business, live in this spirit and in doing so enjoy its great rewards.

With this thought, I wish you all A Merry Christmas and A Happy New Year.

Yours sincerely,

Charles S. Bird

Chairman of the Board.

A MESSAGE FROM MR. ROBERTS

As the year 1939 draws to a close I cannot help but think what tremendous changes have been wrought during the year in world affairs, what awful, destructive forces have been unleashed, and how thankful that this nation is so far from it all. The impact of these forces, however remote, will be felt sooner or later in our every day lives; our common sense tells us that. War is destructive, never constructive, and the ultimate result of war is always human suffering and reduction of values created by years of hard work and progress. War is never profitable in the long run.

We, in this country, know all of these things and, knowing, we are in better shape to guard against the ultimate effects. We have our daily lives to live, our jobs to do, and there is no better way to protect ourselves against the effects of the destructive forces which have been unleashed abroad than by vigorously and conscientiously going about our daily tasks, by building up the strongest possible structure in our business concerns and in our public institutions.

As I read over last year's message I note that we had "high hopes for 1939, and faith that the organization will fulfill them." Perhaps all of those hopes have not been realized, but certainly there has been a marked improvement in the volume of our business. As the result of this increased volume, which started at the beginning of the second half of the year, and before the beginning of the European war, we have been able to operate at a reasonable profit. We hope that this improvement will carry throughout next year.

The spirit of friendship, square dealing and cooperation which pervades our organization is our greatest asset and that spirit is more manifest today than ever before. In view of this, can we be wrong when we again have "high hopes for 1940 and faith that the organization will fulfill them"?

You have done a good job; thank you, and best wishes for a Merry Christmas Season.

Benjamin F. Roberts

President.

'WAY DOWN SOUTH IN SHREVEPORT

JUST a little more than two years ago Bird & Son acquired its latest addition to the family—the Shreveport Plant. We already know that the ninety people in the Shreveport Division operate a roofing plant and maintain a roofing sales office similar to the plant and offices in Norwood, Massachusetts and Chicago, Illinois. We know that Shreveport is an important city somewhere in Louisiana and a whale of a long way from East Walpole—but most of us know very little more than that.

A typical southern home in the city of Shreveport. Courtesy Shreveport Chamber of Commerce.

How about the climate, the appearance of the city, the sports and recreations? In other words, what kind of a place would we find if we should visit our southern plant and how would their every-day life differ from ours?

Inside the plants and offices we would feel right at home with the same sort of equipment and the same sort of problems with which we are familiar. Manufacturing operations are in charge of Mr. J. G. Young, Western Manufacturing Manager, the sales divisions are in charge of Mr. R. D. Peterson, Manager of the Southwestern Roofing Division, and the accounting work is directed by Mr. B. P. Soward, Office Manager.

But once outside the plant, we would step into surroundings quite different from Massachusetts or Illinois—mild weather, a landscape dotted with oil wells and—but let the residents of Shreveport tell their own story. Through Mr. J. G. Young we have obtained from the Shreveport Chamber of Commerce an interesting account of the community in which our southern plant is located. Here is a picture of just what we would find if we should visit this Louisiana city, more than 150 miles west of the Mississippi River, almost on the border of the Texas state line, nearly 24 hours journey from Chicago, and two nights and a day by fast train from Boston.

Shreveport, Louisiana, colorful oil and lumbering center of the Central South, was founded in 1835 by Captain Henry Shreve, river boat pilot, from whom the city takes its name.

The Red River, which cuts into the mighty Mississippi some two hundred miles below the city, offered for many years the only means of transportation into the great Southwest, known then as the Indian Territory. It was at that time Shreveport started its growth as a major distribution center in this then Indian area.

In 1839, the Indians ceded their land to the government and the town received its charter. From that time on, the name of Shreveport was used.

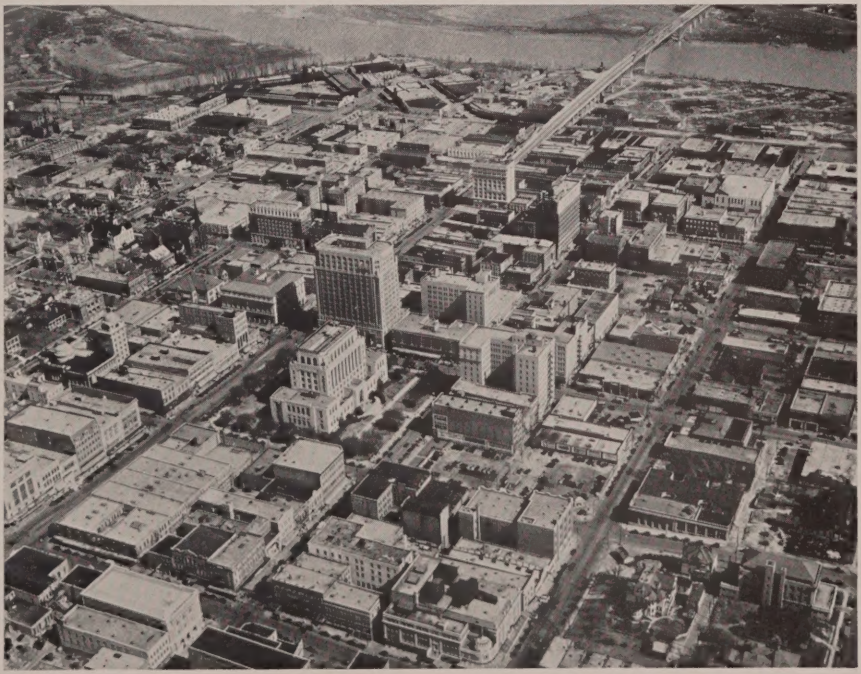
Now the city has a population estimated well over 100,000, with an immediate trade area of some 1,500,000 people within a hundred mile radius, 2,500,000 within 150 mile radius, and 25,000,000 in a 500 mile radius, affording an exceptional distribution point for manufacturers and wholesalers.

In addition to the usual beautiful country clubs, golf courses, and parks of the South, which are operated throughout the year, Shreveport offers the finest fresh water fishing in the world. More than twenty-two lakes and streams provide year-long fishing, few being closed at any time. Fine hotels, tourist cabins, and lake lodges offer to the sportsman a vacation land unequaled the year through. Theatres, night clubs, swimming pools, and recreation centers, combined with the beautiful parks found throughout the Southland offer the visitor a round of pleasure.

The Northern visitors often marvel at the mild weather found in the South. The average mean temperature for Shreveport is sixty-six degrees. This allows year-round work and play out of doors. Only on rare occasions does it snow or freeze during the winter months and summer heat is never severe. The temperature seldom reaches 100 degrees.

Average rainfall is 44.10 inches.

Air view of Shreveport, Louisiana, thriving city with a population of 102,000. Courtesy Shreveport Chamber of Commerce.



On the cover: Our Shreveport Office force. Top row: C. C. Preggee, G. S. McKean, G. B. Shaw. Middle row: A. W. Miller, B. P. Soward, R. D. Peterson, C. E. Houghton. Bottom row: C. A. D[illegible]erson, Grace Fuller, Gladys Bryan, Kathleen Jacqu[illegible]t, Jane Williams, Lucille McMurtry, L. R. Johnson.

A typical cotton plantation scene near Shreveport in the fertile Red River Valley land. Courtesy Shreveport Chamber of Commerce.

The average date of the earliest killing frost is November 13 and the latest in the spring is March 27. Altitude is from 200 to 280 feet above the sea level. These conditions make for a widely different life than found in other sections. The out-door season is practically all year. Golf, sailing, fishing and hunting all have their places throughout the year.

Shreveport and the immediate outlying area have a diversity of industry and manufacturing. 152 industrial plants employ approximately 10,000 people in 1939. The annual payroll totals over ten million dollars and the value of manufactured products exceeds forty million dollars.

The leading industries by product groups are: Oil refining, lumber and wood working, sheet window glass, roofing materials, fertilizer, cotton seed oil, sheet metal products, iron and steel foundry products, printing and publishing, feed and grain products, dairy products, ice cream, ice, chemicals, soft drinks, creosoted timber, miscellaneous food products, janitor supplies, cosmetics, oil well equipment, machinery and mill supplies. Other major industrial activity includes railroad shops and large public utility operations maintaining central stations in the city. The oil field activity including drilling, pumping, testing, pipe line work and exploration employs an additional 8,000 people in the territory immediate to Shreveport.

The trade area served by Shreveport is blessed with a diversified source of income. Shreveport has been "Oil's Home Town Since 1906" and is in the center of the greatest oil and gas producing area in the United States. Forty-four oil and gas fields surround Shreveport with pay sands found at great varying depths assuring extended life of the fields. Within the 200-mile radius most every major oil and gas field of the Southwest exists; within 500 mile radius every major oil and gas field of the nation, except two, are to be found. In this area the richest agricultural section of the South exists; forest and resultant industries are in abundance; minerals, such as sulphur, lead bauxite, salt, iron ore, limestone of various types, clays and many other resources that make the market stable and dependable for industries located in Shreveport.

Gas fuel makes Shreveport a smokeless, sootless, clean industrial city. There is absolutely no damage to health, merchandise, or buildings. The evils of soot and smoke that prevail in many industrial centers are non-existent.

COTTON AND CATTLE

The wide fertile valleys of the Red River have long been used as cotton plantations, so famous in the Southland. These great groups of land, often exceeding 5,000 acres, still produce a great portion of the world's cotton but in recent years a growing tendency is for diversification. New crops are being undertaken. Cattle are appearing on a great majority of these plantations and some of the spirit of the old West is coming to the broad cotton area of the Central South. A long pasture season, often eleven months, has proven profitable for many in this region of the South.

Shreveport is prepared to care for its youth from kindergarten through college. The city has a public kindergarten, a half dozen or more private

Workers at the Shreveport Plant (white section). Front row: Kornelius Kruithof, John Leon, Durrett Oliver, Woodroe Wise, Clarence Jackson, Joseph Maricelli, Blanchard Watts, Walter Bauer, John Scheen, Harris Martin, Willard Troquille, Henry Johnson and Benjamin Motes. Middle row: Louis Clarke, Claude Sanders, Cephas Myers, Willie Smith, Modester Myers, Ernest Brewer, Carey Jackson, Billie Shockley, Oscard Palmer, Oda Couch, Otha Shufflin, William Winkler, Jack Watts, Melvin Marlar, Lawrence Miller, Harvey Faircloth, Edward Houghton, David Province and Frank Kruizenga. Back row: Chester Parker, William Bruce, Jacob Kruizenga, Robert Kennedy, Sewall Winkler, Joseph Lance, Raymond Wolf, Carl Beaird and J. F. Schroeder.

kindergartens, sixteen grade schools, located in every section of the city and two large high schools. Centenary College, the oldest college west of the Mississippi River, offers a four-year college course in liberal arts. Dodd College, a junior college for girls, and St. John's, a Catholic high school for boys, are both large educational institutions of the city.

Southerners are friendly people. Southern hospitality is known the world over. Shreveport is truly a modern, streamlined city, but still the spirit of friendliness and hospitality prevail. The South extends to you a cordial invitation to visit us and Shreveport especially extends a cordial greeting to all of the great Bird & Son organization.

Workers at our Shreveport Plant (negro section). Front row: McKinley Gilkey, Leroy Smith, D. C. Robinson, John C. Marshall, Chester Dawson, John Perry and Eugene Walker. Middle row: Clifford Johnson, William Tanner, C. B. Taylor, Fred Johnson, Virtrum Lawson, Henry Anderson, Roy Shelly, A. C. Smith, Clarence Leonard, Edward Carmickle, and Clifford Henderson. Back row: Noble Sanders, Louis Caldwell, Elbert Clemons, Louis Clarke, Willie Taylor, Alfred Turner, Robert Handy, M. Martin, Don Buchanon, Fred Hamlin, Comaca Oates, Charles Brooks, Arthur J. Brown and Arthur Brown.

BANQUET IS BIG SUCCESS

ONE of the most successful banquets and entertainments ever staged by the Bird Club was held on the evening of November 18 at the Junior High School in Norwood with about 650 club members present.

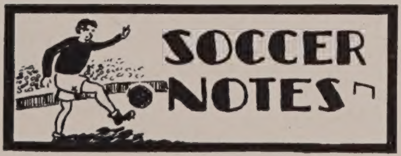
First on the program was one of Holman's famous hot chicken pie suppers and all the fixings, even to third helpings of ice cream for those who wanted it.

After supper everyone sat back and enjoyed the best show seen in recent years (according to all reports). There were five acts and it would be a hard job to pick out any one better than the others. George Watts, the second Bill Robertson, was all that had been claimed for him and then some; The Skating Comets were a sensation and The Glo-Vir-Don Girls were something new and much appreciated; Webb & Brooks, The Merrymakers, and Potash & Folsom, The Long and Short of it, finished up a well-balanced entertainment.

There are forty-four major oil and gas fields within a hundred mile radius of Shreveport. This is a shot of a typical gusher. One field known as the back yard field is located within the city limits. Courtesy Shreveport Chamber of Commerce.

Dot Gleason's all girl orchestra played during the supper, for the entertainment, and also for the dancing afterward.

The committee on arrangements which did such a splendid job was headed by George Wallace, Chairman and included Nellie Patinsky, Mary Holmes, Margaret Delaney, Mary Bandonis, Anne Kelliher, Walter Hartig, Edward Travers, Peter Glebus, Lili Petroni, Bruce Farrar, Charles Cobb, Albert Smith and John Walsh.



SOCCER NOTES

By John H. White

SINCE the last issue of the *Review*, Bird & Son's soccer team has compiled a really remarkable record in the American League.

Previously we had defeated Lusitania Recreation 3–2 and lost to the Swedish-Americans 2–3. We then played Lusitania Recreation in the National Open Cup Championship at their stadium on the day of its opening. The final score found us on the losing end 2–1 before 3,000 fans and then came a 4–1 win over the Boston Celtic's at East Walpole and a defeat by this same team at Celtic Park 2–1.

Going to Phillipsdale we played the powerful Pawtucket A. C. to a 3–3 tie. Playing for Pawtucket was Billie Gonsalves known over the country as the Babe Ruth of soccer.

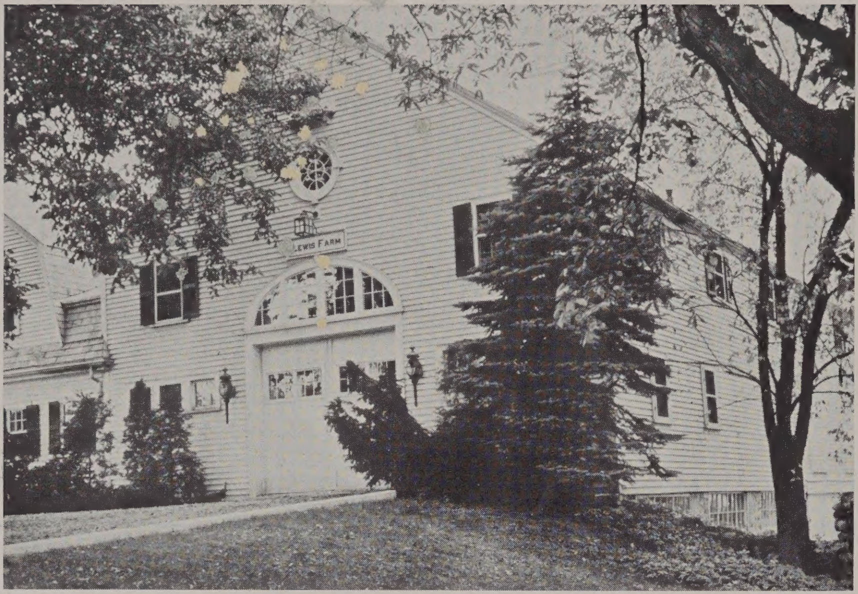
A called unfinished game with Worcester Scandinavian A. C. was at one goal each when a storm halted the proceedings. This game was later played at East Walpole with Bird & Son winning 5–2. At Shrewsbury Bird & Son also won over the Scandinavians by a score of 6–3.

Going to Ludlow we played the Lusitania Club to tie at 3–3. This was a two-hundred mile trip and a real full day's job.

Thus the summary to date gives Bird & Son a tie for second place in the New England Division of the American Soccer League with Ludlow Lusitania. The Swedish-Americans are leading the race. Ludlow has yet to come to East Walpole and Bird & Son must go to Worcester to meet the Swedish-Americans. To date Bird & Son has won 4, lost 2 and tied 2 games.

We shall play Sao Miguels at East Walpole on Sunday, December 10 in the second round of the National Amateur Championship.

Goal scores to date are: Kravatas 7, Souza 7, Smith 4, Nicholson 3, Wood, Dropski, Gasior, Keefe and McDougall 1 each. Total goals—26 for Bird & Son, 16 against.



"The Barn" at Lewis Farm — New Theatre of the Walpole Footlighters.

NEW PLAYHOUSE FOR FOOTLIGHTERS

By Lillian Beaulieu

EVERY serious minded dramatic group has a dream of, one day, acting in a playhouse of their own. The Walpole Footlighters, after fifteen years, have seen their dream come true through the generosity of Mrs. George A. Plimpton who, last summer, offered "The Barn" at Lewis Farm to the Footlighters for use as a theatre.

Those who attended the first production "The Last Chapter" in "The Barn" on November 2, 3 and 4, realized how successfully the building has been transformed into a theatre. Not so readily realized, perhaps, are the hours of labor that effected the transformation.

Crews of men, all members of the club, and several of whom are Bird & Son workers, were scheduled for work each evening during the late summer and early fall. Two dressing rooms and balconies were torn down to make way for the stage. Hugh Boulter of our Flooring Maintenance Department supervised the building of the stage understructure to make certain that it met building law requirements. A bridge, catwalk and overhead rigging were also built.

William Broadley of the Bird Camera Club installed an elaborate stage lighting system. With the building and equipping of the stage completed, a truly professional theatre has been achieved, with a seating capacity of 250 persons.

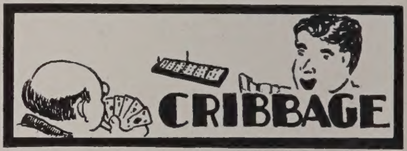
Of the thirteen charter members of the Footlighters, one, Michael Downing, is employed in #1 Box Shop. He has played major roles in many of the productions, the most recent being this fall in the first play given at the new theatre. James Sullivan, Office Stores Department, is a member of the Executive Board and Play Committee and has held as well the difficult job of Stage Manager for several years with professional efficiency. To add further to his value to the club, Jimmy is one of its ablest actors. Edward Travers, Oil Boiling Department, is developing into a competent and popular performer.

NEWER MEMBERS

Among newer members are Roger Sumner, Accounting Department, who was formerly Business Manager, Lillian Beaulieu, Warehouse Records Department, Assistant to the Director on this fall's production, Martha McLauchlan, Multigraph Department, Anne Lindsay, Purchasing Department, and Squire Munson, Carton Sales Division, each of whom has taken part in recent plays and worked back stage on scenery or property.

Since the founding of the Walpole Footlighters in 1924, under the leadership of Frank Mansur, the club has gained an ever increasing audience from Walpole and surrounding towns. Four hundred and thirty patrons who buy tickets in advance for the season's three plays indicate their faith in the merit of the Footlighters as a little theatre group and contribute substantially to the club's successful production of plays.

The Footlighters are certain that in the establishment in 1939 of their own theatre which ranks in equipment and beauty of location with the best of the summer stock theatres, they have only begun their real career, and promise themselves an increasingly ambitious program of more and better plays.



By Herman Nordstrom

TWO cribbage parties have been held so far this season—one in October with 70 players present, and another in November with 80 players present from Norwood, Walpole, Foxboro, Dedham, Roxbury, Dorchester and Westwood, and the enthusiasm shown at both parties seems to indicate beyond a doubt that cribbage is certainly coming back into its own. At the first party the two prizes were split between the following five men: Anthony Mitchell and A. Halliley of Norwood, Stuart Farris, Flooring Plant, William Jonah, Roofing Plant, and Edward Scanlon, #2 Box Shop. The door prizes, large baskets of fruit which everyone is so anxious to win, went to Joseph Smelstor, #2 Box Shop, John Schuler, Norwood, Vaughn Allan, #2 Box Shop, and Frank Vietze, Office.

At the meeting on November 16, prizes went to Gunnar Carlson of Norwood and James Lowe, Roofing Plant. The door prizes went to John Hale, Retired, Guy Hoyt, #2 Box Shop, Herbert Johnson, #2 Box Shop and Claude Hall of Roxbury.

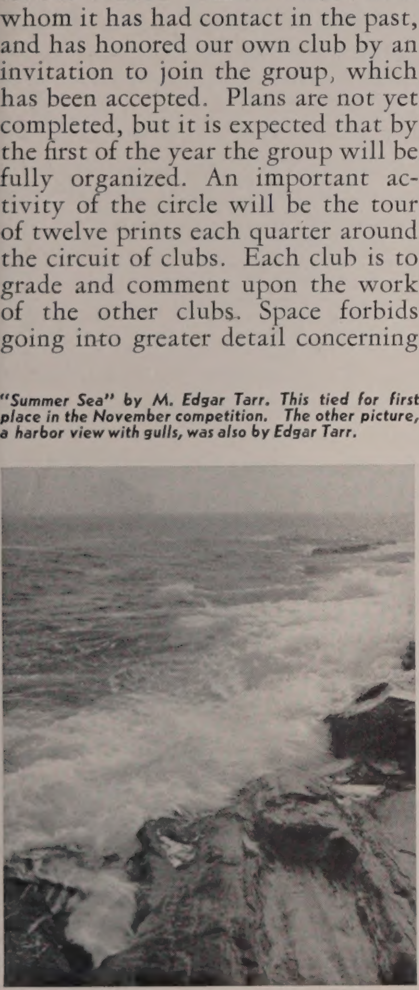
CAMERA
CLUB

By Ralph Watson

THE Club has held two meetings since the last report and entries in the regular monthly print competitions are increasing at a very satisfactory rate. Some of our newer members are submitting excellent prints, both from a technical and artistic viewpoint, and are proving themselves pretty tough competitors for the older and (we hope) more experienced members. The Second Annual Exhibition of prints made by members will be well worth while and when it goes out on tour we believe that those who saw our first traveling show will agree that the club has progressed considerably.

The Long Island Photographic Society is at present engaged in forming a circle made up of a group of serious-minded camera clubs with whom it has had contact in the past, and has honored our own club by an invitation to join the group, which has been accepted. Plans are not yet completed, but it is expected that by the first of the year the group will be fully organized. An important activity of the circle will be the tour of twelve prints each quarter around the circuit of clubs. Each club is to grade and comment upon the work of the other clubs. Space forbids going into greater detail concerning other activities of the group, but we believe that association with it will prove to be probably the most interesting activity of our own club. We compliment the Long Island group for its inception of the idea, express our appreciation for having been invited to become a charter member club, and pledge our co-operation toward making it a success.

"Summer Sea" by M. Edgar Tarr. This tied for first place in the November competition. The other picture, a harbor view with gulls, was also by Edgar Tarr.



"When Day is Done - - -" by M. Edgar Tarr, prize winning print at the October Camera Club meeting.

We are also members of still another group of camera clubs, the club having voted at the November meeting to co-operate with the activities of the New England Camera Club Council. The writer and Charles Griffin, treasurer of the Bird Camera Club, attended the last regular meeting of the Council at the rooms of the Boston Camera Club, December first. Plans were completed at the meeting for an outing in the vicinity of Jaffrey, N. H., on February 11, 1940. Plans include picture taking during the day, followed by a dinner and lecture on some phase of photography in the evening.

NEW CLASS

By Frank Eisenhauer

ANOTHER standard American Red Cross course in first aid is now in progress and it promises to be an interesting one. This is the largest class we have had for quite a while, with thirty enrolled, and because of the size it will probably last fifteen weeks instead of twelve.

By the time this goes to press we expect another class will be started for those who are interested in receiving advanced certificates. This class will consist of 20% lectures and 80% practice work, whereas, the standard course consists of 80% lectures and only 20% practical work. Those who take the advanced work are supposed to be qualified first aiders and must do the work under conditions such as they would find them at the time of an accident.

Included in the members taking the standard course this year are three nurses who are taking the course as a review, and one member of the police force.

At the Massachusetts Safety Council dinner on Thursday evening, November 9, in Boston, the five men who competed in the Massachusetts Safety Council First Aid Contest last June at the Massachusetts Institute of Technology, were presented with large certificates from the American Red Cross stating that they placed second in this contest. The men who received the certificates were: Charles Rafuse, Nelson Bartlett, Perley Mudgett, Harold Smith and Frank Eisenhauer.

BIRD
NEPONSET REVIEW

Vol. XXVII December, 1939 No. 6

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Good Will**

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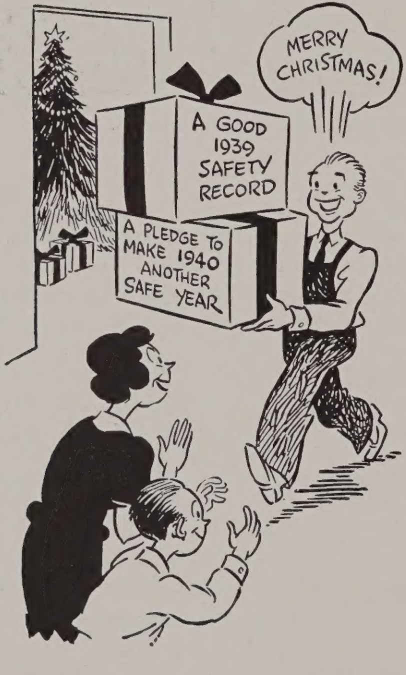

MERRY CHRISTMAS!
A GOOD 1939 SAFETY RECORD
A PLEDGE TO MAKE 1940 ANOTHER SAFE YEAR

GIVE SAFETY FOR CHRISTMAS

"SILENT NIGHT"

A Christmas Story

THE story of the incidents leading up to the writing of this Christmas carol is almost as beautiful as the song itself. It also illustrates how some of the world's greatest achievements have had their origin in the most unexpected incidents.

Mice had eaten holes in the bellows of the organ in the village church at Salzburg, Austria. Father Josef Mohr, went to the organist, Franz Gruber, and told him that they would have to have something special that could be sung without the organ.

The evening before Christmas Father Mohr went outside the village to administer the last rites to a dying woman. On the way home he stopped on a height overlooking the town far below in the silent, moonlit valley.

Musing thus he thought of the little town of Bethlehem and of the need of a song on the morrow, and suddenly exclaimed: "It must have been like this." He hastened home and wrote late into the night.

Christmas morning he took what he had written to his old friend, Franz Gruber, who read it and then exclaimed: "We will die—you and I—but this song will live forever."

—Selected.

ANNUAL MEETING OF CREDIT UNION

A DIVIDEND of 5% was voted on Credit Union shares, and four directors were elected at the annual meeting of the Neponset Credit Union held at Bird Hall on Wednesday afternoon, November 8. The directors, all of whom were re-elected to serve another term are: Wesley A. Beaulieu, Warren S. Kumblad, William F. Jackson and Bernard H. Bailey.

At the first regular meeting of the Board of Directors following the annual meeting, Mr. W. F. Jackson was elected President of the organization, and R. L. Tupper, Vice-President; Howard S. Whitney was re-elected Clerk and Albert W. Smith, Treasurer. The Auditing Committee for the coming year is Wesley A. Beaulieu, Walter Hartig and Warren S. Kumblad.

The Credit Committee is B. D. Rogers, J. J. White and Leo R. Bernier.

DID YOU KNOW?

The Asphalt Shingle, which today roofs a huge percentage of American homes, was first made by H. M. Reynolds of Grand Rapids, Michigan in 1902. Later, F. C. Overbury devised a method of combining three and four units in one piece which, when applied to the roof appears to be three or four separate shingles. This was the first strip shingle. First wide usage of shingles was in 1909.

JAMES E. GRAHAM

JAMES E. GRAHAM, Chief Research Chemist at the Norwood Flooring Plant died suddenly on Saturday morning, November 25 at the Needham Hospital after a short illness. He was taken sick on Tuesday and left work that noon, and went to the hospital later in the week.

Mr. Graham had been at our Flooring Laboratory since 1924 and on December 3 of this year would have completed fifteen years' service. Starting first as a chemist, he served for a short time as night Assistant Superintendent and on April 1, 1928 became Chief Chemist. He remained in charge of the Laboratory until December 1936 when he was made Chief Research Chemist, and for the past three years his time was devoted almost exclusively to following special research problems in connection with our Flooring Plant.

During his fifteen years at Bird & Son he had made a large circle of friends who were greatly saddened by his untimely death.

He is survived by his wife and two children who live in Needham. To them we extend our deepest sympathy.

SAMUEL P. GRAVES

MR. SAMUEL P. GRAVES, a Bird & Son employee for thirty-three years, died at the Pondville Hospital on October 5, 1939 after an illness of several months.

Mr. Graves first came to Bird & Son on July 16, 1906 as a janitor and had always taken care of the Main Office buildings and the lawns and shrubbery surrounding them. He had lived in East Walpole for forty-five years, and was well known and respected by the entire community. He had been in poor health for more than a year and was forced to give up work entirely in July.

He is survived by his daughter Mrs. Herbert Pearse and several grandchildren. To them we extend our deepest sympathy.

TABLE TENNIS

By Frank Clem

IN the Norfolk Table Tennis League the Newton team is walking away with top honors as the first half nears completion. The two teams representing the Bird Club called "Chromalin" and "Neponset" are in fourth and fifth places respectively with averages of .583 and .580. The complete standing is as follows:

Team	Won	Lost	Average
Newton	53	7	.883
Dorchester	37	23	.617
West Roxbury	36	24	.600
Chromalin	35	25	.583
Neponset	29	21	.580
Needham	31	29	.517
Norwood	20	20	.500
South Shore	19	41	.317
Tiot	15	45	.250
Watertown	7	43	.140

An interdepartmental league consisting of six teams has been formed and the schedule drawn up. Several teams have already been in action but it is too early to draw up a standing.

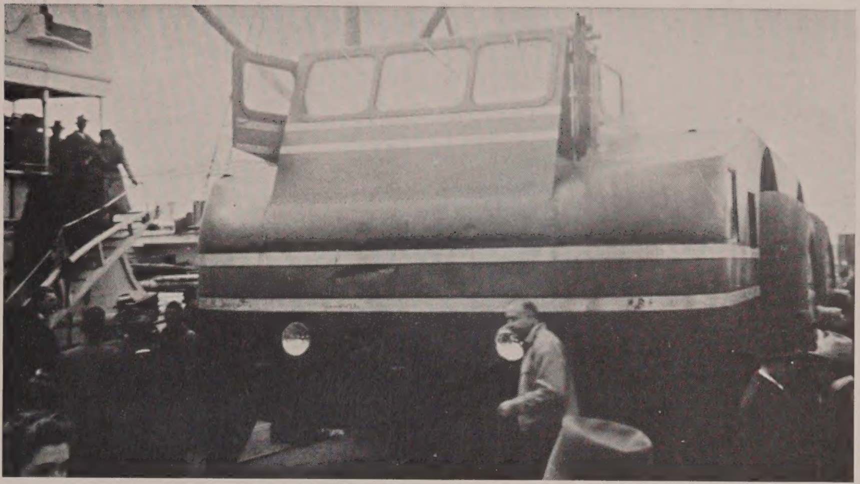
A bumper ranking tournament has been arranged whereby any player may determine his rank in the club by challenging those above him and seeing how far he may advance in rank throughout the season. Any person whose name does not appear on the ranking list may enter by adding his name to the first open number at the bottom of the list. Any of the girls who would like to find out how many men they can beat may also enter in the same way. Those listed in the first ten at present are:

1. Victor Babel
2. Edmund Geigle
3. John Woloshyn
4. Lawrence Hewins
5. Frank Clem
6. Anthony Lucas
7. Carl Rafuse
8. Kaino Pane
9. Tommy Rogers
10. George Johnson

Feminine Angles

The Half-tones, up until recently, were up on top of the Men's league with no losses to their credit. Boys, it's a shame that you had to reorganize your teams to beat us.

The Girls' league is going along very smoothly with no postponed matches. Keep it up, gals.



Commander Byrd's famous snow cruiser being loaded onto his ship in Boston. Dr. Poulter, the inventor, is the man without a hat in the foreground. Picture taken by Edward Knaus of the Flooring Plant.

Have you noticed Lil Paquette is developing a new fore-hand. She's been heard singing "The Little (ball) that wasn't there". But even the Champs missed a few when they first started swingin'. Keep up the good work, Lil, 'cause looks like you've got something there.

We have had a hard time convincing the boys that Wednesday night is gals' night. If any of you guys want to play in the girls' league, just step up and we'll challenge you.

HOSPITAL NOTES

CONTROL OF TUBERCULOSIS

THE annual sale of Christmas seals for the prevention of tuberculosis calls to attention the fact that more than 200,000 lives have been saved as a result of the work done by money raised from the sale of these seals since 1904. Since that year the mortality rate from this disease has been cut from 201 deaths per hundred thousand people, to 49 per hundred thousand in 1938.

The members of the National Tuberculosis Association state that the real problem still remaining in fighting this disease is the education of everybody in the community toward watching for the disease and caring for it promptly and correctly when it is discovered. If "See your dentist twice a year" is a good slogan, "See your doctor at least once a year and have a thorough physical examination" is an equally good slogan for both young and old.

CHECK ON HEALTH

Dr. Fairfax Hall writes in a recent issue of the "Journal of the American Medical Association" that childhood tuberculosis is almost invariably contracted from infected adults—either in the home, or in school. He stresses the fact that parents should make sure of their own good health and see that their children have proper and frequent check-up by a competent doctor.

In addition, Dr. Hall points out that there is a certain amount of danger to these children if a nursemaid and other occasional helpers come in contact with the children in the home. If there is any question about the health of these individuals, the parents should insist on a doctor's certificate before allowing them to work in the home.

The Bird & Son Office at Shreveport.

PERSONAL NOTES

MAIN OFFICE AND SALES

Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman
Ruth Milliken
Vera Ransow
John Murphy
Dorothy McEleney
Edmund Geigle

We welcome Raymond Bock and Mary Flaherty to the messenger service. We bid farewell to Walter Surette and Anne Walters who were transferred to the Flooring store room and Flooring Sales departments respectively. Lots of luck in your new work.

Dot O'Kane has missed her English instructor—Ken Ross. Since Ken was transferred, Adam Scott has taken over the duties.

Miss Carolyn Russell of Gledye, Louistown, Penn. was married on August 12, 1939 at Winchester-Virginia, to Richard Emerson, our roofing salesman. Congratulations and best wishes.

We are happy to have Alice Fales with us once again after a long absence due to illness.

ATTENTION GIRLS! It is said that Box Sales has a pretty smooth number among its correspondents. Guess who.

Perhaps Dot Hartig will be too much of a lady to paint the town red, but we certainly hope she enjoys her sojourn in New York.

Dot Elwell gave the girls a pleasant surprise when she appeared the morning of October 30 wearing a "sparkler". The lucky man is William Powers of East Walpole.

Mary O'Connell spent her vacation in New York where she attended the Army-Notre Dame football game on November 4.

We are all sorry that Anna Roundy is still out sick, but we hear she is out driving her car, so that means she must be well on the road to complete recovery. We certainly hope so.

What certain young lady from the mail room takes all the special rushes to the store room at every opportunity?

Gertrude Brady is wearing a diamond! Congratulations! She is to be married soon to Mr. Bernard Hale of Walpole.

Mary Stone recently travelled down to New Haven to see the football game between Yale and Princeton. She reports a one-sided game.

It was with regret that we bade Dana Tucker goodbye. Music from the radio presented him by his co-workers sped him on his way with good wishes for success in a new position with another firm.

It was a great pleasure to see Henri Davenport's beaming face as each messenger trip brought him cards from friends wishing him many happy returns of the day. Davey, did you just forget to tell us how many years it was?

The Billing girls are sore at the weather man. They were planning a sleigh party when the snow suddenly stopped.

Marion Smith went to Baltimore for a week in November, but she says nothing exciting happened. What's the matter with Baltimore?

Gertrude Brady attended the recent Army-Notre Dame game and reports an interesting afternoon.

Spofford (Daniel Boone) Whitaker, Flooring Sales Department doing a bit of exploring in the wilds surrounding the Bird Club.

The Stenographic department recently lost two more girls via "nuptials". Ruth Milliken was given a farewell party by her friends and received a lovely fireside set. Earline Bowden also was given a party and received a coffee table. We wish them both happiness and hope they will drop in to say hello in the near future.

Where was Helen Thompson when her name was called at the entertainment following the banquet? We hear Mac wouldn't allow her to go for that spin.

We extend a hearty welcome to Paul Reynolds and William Marland, two recent additions to the Paper Products Sales Divisions.

Dorothy Hartig, Nellie Patinksy and Peggie Rorke are among the late vacationists. Oh! for a trip to Florida right now!

Mary Holmes certainly believes in going to extremes. On her vacation she spent part of the time at the World's Fair along with millions of other people, and the rest of the time at her home in Eastport, Maine. There certainly is a difference in those two places, but from all reports she enjoyed both equally well.

The Harvard-Dartmouth game was enjoyed very much by Anne Lindsay. For whom did you shout, Anne?

If you have noticed the Billing and Comptometer girls with excellent postures recently, the credit belongs to the brand new chairs now in the department.

From the amount of day dreaming indulged in by Edith "Robin" Hood, we suspect the big day isn't far off.

Mike Triventi, our messenger, took his vacation late this year in order to get the full benefit of his hunting license. From what we hear, rabbits must be scarce. Mike seems to have bagged them all.

Anyone interested in joining the "Hot" Club send for application blanks at the mail room. Only requirements are that you be a "jitterbug" or an "icky" and have a girl and a dime at every meeting. Popular recordings are played and dancing by "hep-cats" predominates the evening enjoyment. Last, but not least, refreshments are served for the dime payment and next meeting day voted upon. Sign up now.

What price Education? There must be something to it when girls will eat dry sandwiches and ride in a whatsis that doesn't make any rash promises about being able to get them there.

It has been said that Roger Crafts goes to the Girls' Bowling League games every Monday night for some other reason than bowling. You may have three guesses, but only one is necessary.

Kay White has been transferred from Billing to the Box Sales Division. We hope you will like working with us over here, Kay.

Anyone interested in skis, get in touch with Mike Burke, Phil Anderson or Ken Ross of the Burke, Anderson and Ross Corporation. These men now manufacture Maine skis for the moderate price of six dollars a pair. Get your order in before the first snow fall.

PAPER MILLS

Herman Nordstrom
Frank Murphy
Edward Geraghty
Edward Costello
Carolyn Delaney
Mary Driscoll
Peter Glebus
Joseph Jarlis
Ernest Stather
Lawrence Balduf

Jesse King spent most of his recent vacation in the noble pursuit of hunting—results—one little red fox.

We welcome newcomers in the Finishing mill—Maynard Hamilton, Arvi Gronroos and Michael Arbarchuk.

The girls at the Finishing Mill celebrated Babe Connolly's "16th" birthday by having dinner at the White Rabbitt at Buzzards Bay.

The mighty deer hunters of the Maintenance Department, Wilbur Fay, Charles Rafuse, Jr. and John Bandonis, spent their annual vacations in Maine. Each man brought back their deer, Johnnie's being an unusual albino type.

"The Wizard of Oz," otherwise identified as Lou Harriman, Main Office, stirring his coffee, probably at a Bird Club Banquet.

Henry Dowdie and the latest addition to his kennels. This bulldog on Saturday, November 25, received a first prize at the Philadelphia Kennel Club Show, the only blue ribbon going to New England.

We are glad to welcome back Anna O'Brien after her operation.

Every other night Tommie Flood and John Hrenchuk head in town and visit a different "Hot Spot". That's the life!

They have big black bears roaming around down on the Cape now—or at least that's the way Fern Rafuse tells it.

Matty Naughton was married to Katherine Broderick in St. Mary's church, East Walpole on Saturday, November 11. They spent a grand honeymoon in Southern Pines, North Carolina.

John Sigmund, John Bandonis, Michael Baranowski and Joseph Jarlis spent two weeks hunting at Jackman, Maine. They shot two deer, one fox, fifteen snow shoe rabbits and a dozen partridge. It was a poor hunting season for deer because the leaves were frozen and noisy. Better luck next time!

Last month Marshall Grant completed forty-five years with Bird & Son. Congratulations.

We are sorry to learn that Jack Countway is out sick again.

Joe Jarlis has bought a new car.

If any young gentleman, working for Bird & Son, has trouble selecting sartorially-perfect raiment, he might be helped by getting in touch with Bill Donahue.

We are glad to have our correspondent, Frank Murphy, well and back again.

Helen Wytones and Dorothy Lobisser have joined the Cartridge Cutters and we hope they will like their new work.

Edith Doderer is sporting a new 1940 Chevy sport coupe. Nice looking number, Edith.

Lillian Balduf left us recently to join the ranks of the housewives. She was married on Thanksgiving Day to Peter Daley of Norwood.

Roland Johnson, one of our inspectors, has bought a new home on High Plain St., Walpole.

George Mahoney joined the ranks of the benedicts last October 21 and is now residing with his wife at Talbot Block, Norwood.

John Linnehan had his second week's vacation in November.

Hermon Barker, Frank Nyborn and Albert Gilmore of the laboratory force have been attending at M. I. T. a series of lectures entitled "Industrial Chemistry of Plastics."

We extend our sympathy to the family of Joseph Johnson who was killed in an automobile accident on October 22. He had worked for us since last April.

PHILLIPSDALE

Rexford H. Salisbury — John H. Nolan
David S. Lowry — Leslie E. Howard

We are very sorry to announce the deaths of the mother of Herb Chamberlain on November 12 and the wife of Ed Kelly on October 20. Our sincere sympathy is extended to the members of both of these families.

Fred Pierson is endeavoring to sell some crab grass seed which he says he can guarantee as it came from his own lawn.

Arnold Manchester has a very encouraging respect for his fellowmen. A dollar which was lost in one of the cars here being loaded for FB was promptly returned by the finder at FB and "Buck" is duly appreciative.

Al Carlson has announced the birth of a daughter, Beverly, on November 1. Congratulations.

We are glad that Manuel Oliver is recuperating at the Homeopathic Hospital.

Charlie Cyronak has announced the marriage of his daughter, Anna, to John Kalafarski at St. Casimir's Church in Providence on October 7.

Willie Carlson may come in any time now sporting a new car as he has been reported looking at the latest models.

Ed Medbury saw what he thought was a rat hole under his garage but when he tried to poke some dirt in it with a stick he found that it wasn't that kind of kitty.

A late vacation note—Henry Phelps was seen umpiring a ball game last August. It must have been quite a way from home as we would hate to see what would happen to him if he umpired a game around here.

The boys on the machine tell us that spring must be coming as Black is getting that dreamy look in his eyes again.

BOX FACTORIES

NO. 1 BOX SHOP

John P. Walsh — John Phelan
Earl Boyden — Helen Sironka
Richard Sprague

We welcome all the new workers in the various divisions.

Charles Desmond is losing quite a bit of sleep wondering who his secret admirer is, who calls him up on Sundays about 5 P. M. Cheer up, Charlie, television will soon be out.

Lucy Troiano was married November 25 to Leo Murphy of Milford. We wish them both the best of luck.

Mary Jarlis, formerly of the Box Shop, was married to William McNaught on November 25th. Congratulations.

Peg Grosso is wearing a diamond so it won't be long now before she'll be leaving for the farm.

Moe DiPlacido is back from his vacation in the West, with bigger and better tall stories.

NO. 2 BOX SHOP

Josephine Rose — Alma Walsh
Alice Brady — Thomas Wood
Helen Ceglarski — Vaughn Allen

No wonder the hair on Tommy Wood's head is thin. Did you ever see him hit the ball in soccer?

Myles Towle is spending Thanksgiving in Maine. Is he looking for wild turkeys, or what?

There will be no skating on this section of Cobb's Pond Walpole this year as this hurricane lumber has been stored there since last May. However, a large section of the pond will still be available for skating as these logs are confined to one corner.

Our deepest sympathy is extended to Fanny Murphy in the sudden death of her brother.

John Sigmund and his dogs went on their usual hunting trip to Maine. He had a very enjoyable vacation and brought back a deer.

Perhaps Alice Brady can tell us what the attraction is in New York, now that the Fair is closed. There must be some reason.

Found—one dead partridge with his throat cut on the gutter side of No. 2 Box Shop. The question is, did Herb Johnson way lay him, or did he commit suicide on hearing that John Sigmund was going hunting on his vacation?

Tony Montisano will have to change his cigars—the No. 2 Box Shop Bowling team isn't doing so well this season.

It's nice to be in the money like Harry Clark, who is sporting a new 1940 Oldsmobile sedan.

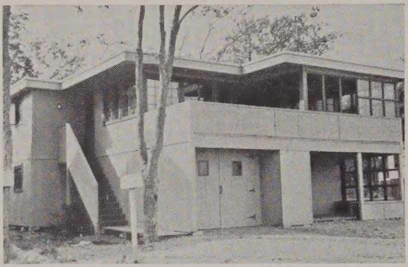
Nancy Ruggiero left us on November 24 to become the bride of Carmen Penza of Walpole. The members of this department wish to extend to them the heartiest congratulations and best wishes for a happy future in their new life.

We are sorry to learn of Leroy Fullerton's serious illness with the "flu". We hope he will be greatly improved by the time this issue appears.

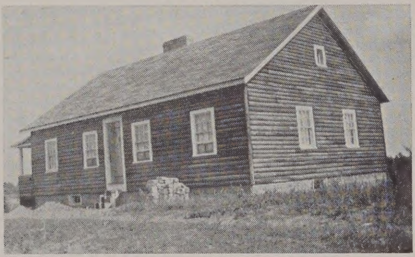
Presenting Mary Lou Delaney, seven months old granddaughter of F. L. Murphy, East Walpole Finishing Mill. Hi folks!

NEW SUMMER HOMES

Welthea Smith preparing a cup of tea in the kitchen of her attractive new cottage on Sam's Pond in Osterville on the Cape. This cottage was built last spring by Mr. William Jonah who now works at our Roofing Plant.



"WaLaRoDa" new modern summer cottage built last spring at Point Connett, Mattapoisett by L. S. Wright, Sales Promotion Manager. All the living quarters are on the second floor commanding an excellent view over Buzzards Bay. The beach terrace, garage and dressing rooms are on the ground level. The name of the cottage is a coined word made up from the first two letters of each of the boy's names — Warren, Lawrence, Robert and David.



The new five-room log cabin built this past summer by Richard Stoddard, Roofing Plant, at Edmunds, Maine, in the heart of what Dick says is the best hunting and salmon fishing country in the world!

ROOFING MILL AND OFFICE

Arthur McKenna
John White
Leroy Walton
Maxmillan Rabinovitch
Harold Mattson
William Percy
Bruce Farrar
Kenneth Stuber

Last Christmas Eddie O'Neil bought a mesh bag, but this year it looks like the Hope Chest. Nice going, Eddie.

Jack Bailey was the lucky winner of $25.00 that is drawn once a week by the Club to which he belongs.

We are glad to see Tom Concannon and John Valma back at work after a long sickness. Tommy had his appendix removed, and John suffered a throat infection.

No matter what the other members of the shipping crew may be doing, one man is always "Joe King".

Eddie Sears is known as the Glamor Boy since he started wearing his new glasses.

An exceptionally interesting letter has been received by Joseph Quinn from his former partner, the nut and bolt juggling Gilman Taylor, now at Colby College. Glad to hear from him.

John Graney returned from a one week's hunting trip at Grindstone, Maine, with an eight point 360 lb. deer.

Carl Edmons is back to work following a long illness.

Ted "O'Brien" Piezconka removed "South of the Border" from the hit parade at the Bird Club banquet.

Les Tarbell succeeded in bagging a 160 pound doe during a recent hunting trip to Maine.

Harry Bellew is back at his bench after a long term of hospitalization.

David Fleming has purchased a new to him Chevrolet car.

Mario Tomassetti is again busy at the forge following a one month illness.

The sample department bowling team, known as the Tigers, is leading the league.

Ed Lincoln is sporting around in a new Oldsmobile.

Joseph Magnani is enjoying his two weeks' vacation and also the hunting season. By the way, all the boys in the department are still waiting for these invitations to come down to Joe's house for a rabbit pie dinner. We all have very nearly come to the conclusion that Joe's old twelve-gauge and faithful hound are not working so hot this year.

Now that the Sample Department has moved up on the top floor of the Tin Cap building, they are getting up in the world.

Herbie Snell has been confined to his home with a touch of the grippe.

Eddie Wormald has purchased a 1934 Pontiac Sedan.

Perry Crane is about to leave us for a week's vacation in the snow-covered hills of New Hampshire.

Dick Stoddard disappointed all the lads when he returned from a hunting trip spent at his camp in Maine without any deer and with scarcely an alibi. According to Dick you can't shoot them when you don't see them. That may be so, but just the same Richard's reputation as a nimrod has definitely slumped.

Page Diogenes! Henry Christiansen found a dollar bill while unloading a car of tarred felt and turned it in to the office, whence it was returned to the man who had lost it at Phillipsdale. We were not in the least surprised at Hank's honesty as he had previously returned to the rightful owner a wallet which he picked up, containing over fifty dollars.

We extend our sincere sympathy to Harry Dresser and his family in the death of his mother, Mrs. Harriet Dresser at his Norwood home on Tuesday, November 7.

George Kozak has blossomed out as a business man. He has purchased an interest in an insulating concern and is now one of the officers and a go-getter salesman.

Mr. and Mrs. Antonio LaCivita are receiving congratulations. The big event occurred October 2, 1939 and it was a baby boy.

Louis Cataldo is sporting a new 1938 Pontiac Sedan.

Ned Bellew is planning a big house warming for the boys in the Granule plant.

Harry Dresser is vacationing in North Carolina at the home of his daughter.

Francis Nichols is the proud owner of a 1934 Ford coupe. Keep away from Hingham, Fran.

At our recent Bird Club banquet Stanley Jurgelevicz, the roller skating champ, had the privilege of being twisted through the air by the two in the roller skating act. Some twirl!

From all reports Ray Monahan is about to play Santa Claus in a big way. Who is the lucky girl, Ray?

The Shipping Dept. janitor, Fred Turco, is back at work after a long spell of sickness. The boys all missed Fred and are glad to have him on the job again.

George Smith of the Granule Plant joined the institution of matrimony November 25. Best of luck, George.

James Hamilton has moved into his new home on Pleasant St., East Walpole.

Between Everett Jarvis and Pat O'Donnell, the Narragansett Race track had to close up and go South!

We are all glad to see Bill Letts back on the job after his illness. Bill says its almost a pleasure to be sick at the Norwood Hospital, the nurses are so darn good looking.

Taken last winter near the home of Lewis Gammell, Flooring Shipping Department, in Rockingham, Vermont. If you look carefully you will see Lewis himself driving his sleigh past his maple sugar house.

Albert Surette has a new to him car.

Stanley Jurgelevich gave a surprise wedding anniversary party to his mother and father on November 22. They had been married 25 years.

Charles Savage is a carpenter and general handyman in his spare time and has just finished building himself a summer cottage at the new development at Canton Reservoir.

John "Gibbels" Zabrowski is now driving a 1940 Buick.

Two men in the shipping department have decided to become their own landlords. John McDonald has purchased a home on Pleasant Street, Norwood, while Stanley Jezulewicz's new house is on Hillside Avenue, Norwood.

Eddie Mingels is matrimonially-minded, having purchased the ring and everything.

FLOORING MILL AND OFFICE

Angelo Macchi
Leon Zinkowsky
Thomas Paquette
Albin Vietze
Laurence Gammell
Thomas Burns
James Bunker
Edward Travers
Frank Shimsky

Charles Novick is in the Norwood hospital following an appendicitis operation.

Nelson Phillips has taken to hunting jack rabbits now, instead of deer.

Bud Milliken is concerned about hockey, but not enough about ice. His radiator agrees with us.

Credit is due to Gordon Ginn who tried desperately to revive the moustache days.

Carl Hanf has just returned from a week's honeymoon trip in Vermont.

Anthony Freni has just become a "man without a future"—He was married this month.

Joseph Higgins is another who has decided to take up double harness.

There seems to be an appendicitis "epidemic" right now. Children of Clyde Bennett, Joseph Healey and Walter Mazeika are all in the hospital.

Fitzsimmons would be very downhearted if he did not have his daily flat tire!

Charles Frucci is back after a short illness.

What happened to the Sales Ping Pong team which was supposed to play a Flooring Plant opponent?

Before Joseph Stonis, Flooring Shipping Department, came to Bird & Son in 1936 he spent several years in the U. S. Army, part of the time serving in the Philippine Islands. This picture of Joe was taken in front of a group of native huts on the island.

There is real fishing in Nova Scotia as proved by this picture of a 700 lb. tuna fish caught at Wedgeport. This picture was taken by Albert Surette, Roofing Plant, and his brother Harry on a recent trip to Nova Scotia.

Any one wishing to buy skiis for the winter, see Ross in the Finishing Room.

Jesse Ghen is rapidly filling up his department. Barney Coyne of softball fame is the newest arrival. He is a transfer from the Shipping Department.

Our new building recently had a visitor from Connecticut. It's nice to hear how he praised the place upon its cleanliness.

We wish that John Phillips would make up his mind as to whether he has a good car or a lemon.

We greet Fred Sachs and hope he enjoys his new work. Flash! (as Winchell says). Fred no sooner gets a new job than he figures he should have a wife to go with it. Congratulations! Did you say it would probably be after the New Year?

We don't know whether it is in anticipation of the war or just plain hunting, but Carl Hilton and William Alukonis both have purchased shot guns.

Lost—the chorus of "South of the Border". If found, notify Barney Coyne. Incidentally, we nominate Mr. Coyne to vocalize at the next banquet. What has Teddy Pieczonka that Barney hasn't? Not volume!

The mystery of the year—Why does Frank Karshis wear that paper hat to work?

We know of nobody who covers more territory in a week (night travel) than Jim Hazlett.

Jesse Ghen is sporting a new to him Pontiac.

It is a matter for discussion whether Bill Alukonis is taller than Joe Uzdowinis is wide!

We are sorry for those who missed the Bird Club Banquet. It was an all-round success.

It is great to see Felix Glebus up and around again, after we nearly lost him.

Does anybody want to buy a '34 Chevrolet? Apply to Bill Colmer; you might talk him into giving it away.

Dan Cupid has made another direct hit. Larry Bishop was married on November 25.

Francis Coughlin has left us to return to his studies at Northeastern.

Bob Wilson has finally admitted that he had to have help to lick the Germans at Verdun.

A new comer whom we welcome to the Flooring Plant office is Nora O'Malley.

Larry Hewins has some wonderful floors at his home—so Maguire and Coyne say, and they should know—they laid them!

Joe (Autro) DiMarzo has put aside his trumpet and is "giving out" at Brockton. They say Autro is quite a stepper.

The annual meeting of the Bird Christmateers will be held at "Backlash" Wilson's home at Indian Village, Walpole.

Mr. and Mrs. Philip Muelberger celebrated their silver wedding anniversary on October 8th. Congratulations, and best wishes for a second span of 25 years!

Vincent White is fast becoming our famous drill ball hero, with all this extra National Guard training.

Ward Gowing may be known as our "Little Boy Blue", but he's nothing like the famous Blue Boy painting.

Fifty mile a day Upham, our longest commuter, is back with us after a recent illness.

CHICAGO MILL AND OFFICE

Gladys Davis
Edward Stadt
Raymond Gusick
M. C. Thompson

Dick Potter came down on Saturday singing—"Give a man a horse he can ride". Oh girls! did he look cute! Look for his picture in this *Review*.

George "Bud" Hackett and the future Mrs. Hackett really like apple cider. We understand they drove forty miles one night to get some.

Lou Lance went on a 100 mile hunting trip last week end. Rabbits is what he wanted, but rabbits is what he couldn't find. Incidentally, we hear that a man shot ten rabbits right in Lou's back yard the very same day. Tough luck, Lou.

Nursery

There have been lusty wails heard in some of the homes around the office. Mr. Stork delivered Claudia Rae to Mr. and Mrs. Ray Young, Darlene to the Parkers, and Frederick to the Fred Meyer's. Of course each baby is the best, and we don't know as we disagree. At any rate, we know enough not to argue with these fond papas.

Here he is gals — Dick Potter of the Chicago Office looking for his horse.

Bird Family

We have Pop Falstrom, who is none other than Lenore—so-called because she drinks Coca Cola incessantly. Mom Brebach because Gordon always greets her with "Good morning, Mohm". He says it's his southern accent—it's Ma'm to you. Then there's Wallie, who is Sonny (of course it's because he's bright) and cousin Ralph—"cuz in all cases we go to him for advice", but Mary is the belle of the family. She has such a "winning" smile.

Frank Harvey by his own admission is Bird & Son's No. 1 Lady Killer. He just sweeps them off their feet.

The writer wishes to offer apologies to the Mr. Oscar Bowman. Accepted or not, we still think it was a ducky little red suit.

Harry "Walter" Brandau, Jr., we are afraid, is going to lose his title. It looks like "Bunny" Flemister has it all over him.

Now that cold weather has set in, Ping-pong is coming to the front. Lou Lance and Eric Gach are displaying their amazing trick shots while Matcha and Gusick are standing by, wondering how it's done. But those trick shots don't do so well under competition.

Berry News

John Francis took quite an important step on Thanksgiving (23rd) by being married. We wish him and his bride much happiness.

Flash

Gordon Lampton was seen with a lip-stick imprint on his neck and collar. Tsk tsk! By the way, Gordon, do you want a note of explanation to take home?

News

Roland Altman now carries his bill fold in his shoes. It's probably safer, harder to find or something.

Pete Williamson, one of our better hunters, went rabbit hunting last week. He found a nice corn field and luck was running swell until the farmer chased him. Why?—because he was shooting the farmer's feline pets. Don't you know, Peter, that rabbits have long ears?

Three out of every five people today are color blind. Ask Mr. Fuller or Mr. Trudeau for a very interesting demonstration.

Bill Falstrom has appointed himself messenger of the Shipping Department. Take a letter, Bill.

On the Map

Our behavior evidently is observed very closely by neighbors. When we had the fire exhibition recently, the whistle blew at 4:00 p. m. A neighbor called and wanted to know if we knew it was only four o'clock and not five. Hope no one prepared supper too soon.

Girls with Hollow Legs

The girls in the Stenographic Department recently had quite a treat when Eleanor Bree's mother thoughtfully sent an immense box of lunch from Hubbell, Michigan, Eleanor's home town. She sent sliced chicken, home made muffins, apple jam, butter, chow chow, and candy. She even supplied pretty green and white napkins and two turkeys made of pine cones for decorations.

We now have many movie actors working in our Mill.—Robert Taylor Frederick, Shirley Temple Jones, Tarzen Rudolph, Jerry Colona Eby, The Marx Brothers—Chico Stanek, Harpo Van Brussel, Groucho Nigrilla.

Frogs Flemister has finally found an iron post that is harder than his automobile.

Why does Ray Engvorson go around all day singing "Piggy Wiggy Woo?"

With the holidays coming upon us fast, we wish to warn our readers against the hazards of eating raw chicken. Charley Johnston did it one time and got a nasty black eye. For more information, see Charley and he will be glad to explain.

SHREVEPORT MILL AND OFFICE

Grace Fuller Charles Houghton
Robert Jenkins

Frank Kruizenga has now gone into the hog-raising business, eh Frank?

Willie Smith has reported that hawks are better duck hunters than he is since he "saw" one catch a duck flying and he can't kill any.

Comments from our salesmen regarding the European War, change in date of Thanksgiving and the world series have been scant in comparison with the numerous memorandums we have received and personal comments from the men on the unusual dry weather we have had during the months of July, August, September, October and November. This long dry spell has been the chief topic of conversation throughout the South and Southwest.

Carl Andrews, our East Arkansas territory representative, resides at Pine Bluff, Arkansas. Carl reports that the weather has been so dry for five months that the White River, normally a rather deep stream, approximately 300 to 400 feet wide, has reached an unprecedented low watermark. He states that pearl divers no longer dive for mussels (a small shell fish from which a fine quality of pearl is secured). All the pearl divers have to do is walk along the mud banks and pick up the mussels. This practice has been going on for several months and the divers have about forgotten how to dive and swim. Andrews reports that one of the divers accidentally fell off a log into water four or five feet deep and almost drowned before he could be rescued.

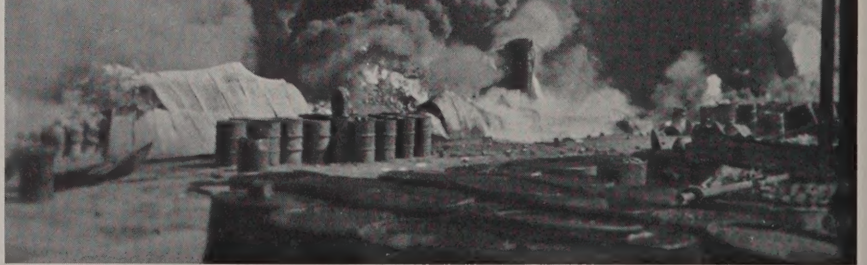
Arwood Brock, our territory representative in South Louisiana, informs us that the water in the Mississippi River is so low, the salt water from the Gulf has backed up in the Mississippi as far as Baton Rouge. He states that it is no longer necessary to go out in the Gulf to fish for tarpon and Spanish Mackerel. All you have to do is to sit on the wharf in New Orleans or Baton Rouge and catch the limit.

From the time Johnnie Sheen and Harold Maricelli spend loitering around the Nurses Home, we will not be surprised if they develop an acute case of "love-sickness".

This Thanksgiving change is quite disappointing according to Lawrence Miller who went to Arkansas for turkey, only to find that the turkeys had another week to live.

'Deacon' Dyess, our South Mississippi territory representative, has done considerable bragging in the past about his yacht (an ordinary flat-bottomed house boat). Dyess keeps his yacht on the Pascagoula River near Pascagoula, Mississippi. He reports that the water in the Pascagoula River is so low that his yacht has been stranded high and dry for months and that the natives have recently planted a Fall potato crop all around his yacht. Believe it or not, the Deacon is a member of the Presbyterian Church in Ellisville, Mississippi and is a bonafide Deacon. However, he reserves the right to tell a few wild stories.

The Williams Roofing Company which adjoins the property of the Berry Asphalt Company at Waterloo was completely destroyed by fire on October 19. This picture was taken at the height of the blaze which started from a flash in the saturator.



Thomas Cooling and Louis Lance of the Chicago Plant enjoying a day at the water last summer.

Bob Chapman, our South Texas representative, who lives in Houston, reports that the water-line in the marshes around Beaumont, Port Arthur, and Galveston, has receded so far, it is no longer necessary to hunt for ducks. All you have to do is to walk along the mud banks and pick up the ducks that are exhausted from walking back and forth from the marsh grass to the water. We have asked that he send us a few dozen exhausted ducks to prove the point. To date, we have not received any ducks.

The ground in central north Texas is usually referred to as Black Gumbo dirt. It is ordinarily moist and sticky. George Mahoney, our Dallas Representative reports that the long dry spell has opened up large crevices in the black gumbo undermining the foundations of many homes. He states that the new home that he built last year is now out of plumb as much as 6″, he is afraid to allow his baby boy, Jimmie, to go out in the yard alone for fear he will fall into one of the crevices.

Reared on the rich delta land in the Red River Valley, near Shreveport, Albert Harper, recently transferred to Wichita, Kansas, continues to marvel at the fortitude of man. He just can't understand why human beings would continue to live on the dry poor land they have in South Kansas. He thinks that about all the land up there is good for is to hold the world together.

Our Mr. A. G. Harper, Jr., young "Southern Blade", now southern Kansas territory representative was recently "Caught Short". It seems that Albert awakened one October morn to find the temperature in Kansas was down to 35 degrees and between his thin blood and summer clothes, literally froze. However, our Mr. T. D. Blanchard very nobly came to Albert's rescue, by virtue of a cash consideration in practically giving shivering Mr. Harper a beautiful warm overcoat. Mr. Harper tried in vain to arrange to handle the deal on the F.H.A. title I, but Mr. Blanchard (realizing he had the advantage) gently, but so firmly, said it was either "Cash" or "Cold."

We were happy to have the following visitors from the East: Mr. Whitney, Mr. Floyd and Mr. Chamberlain.

Mr. Nelson with Price-Waterhouse in Boston was a visitor for several days.

We are glad to welcome Mr. C. C. Pregge into the Shreveport personnel. Mr. Pregge is a new correspondent in the Sales Department.

Elmer Dodd, our San Antonio Representative, makes the statement that the cactus and mesquite, both accustomed to desert conditions have given up the struggle and are actually letting their roots loose allowing the wind to blow them to the Rio Grande Valley.

B. Morris, our West Arkansas representative, has done a little farming and chicken raising on the side for many years, and has done right well at it. Several years ago his brood mare presented twin mule colts. They were promptly named Neponset and American Twins. Morris reports that Neponset and American are now fully grown and doing their bit on the farm, but due to the intensive dry weather have shed most of their hair.

Coming from Bird Salesmen who are noted for their honesty, reliability, and truthfulness, these stories about dry weather which you have been reading of course are not doubted by folks down this way. For fear some in other sections of the country might be a little doubtful we are not going to report the stories told us by Messrs. Canterbury, Leslie, Weeks, Tidwell and Houston, at this time, but we are seriously considering entering them in the National Liars' Club.

Notwithstanding the excessive dry weather our approved applicators have been busy on reroofing jobs proving that all home owners don't wait until their roof is leaking before buying a new one.

Mrs. J. W. Tidwell, wife of our representative in north Alabama,is now recuperating from a siege of pneumonia. We are glad John that she is now on the road to good health.

Our Eddie Houghton is now enjoying a vacation, with short trips to Dallas, Texas and Hot Springs, Ark.

BERRY ASPHALT CO.

Elmer May
W. J. Liechty
James Clarke
Pearle Boswell

We welcome Raymond Boggess, formerly of Williams Roofing Co., who is now employed in our Lab routine department. We have all known Raymond for a long time and are very glad to have him with us.

Thommie Stevenson is sporting a pair of beautiful sideburns. Several of the boys have been threatening to shave them off but as yet Tom has given them the slip. If we know that bunk house gang as well as we think we do, they will give those side burns the slip yet.

Lloyd Dixon during his vacation time built an addition to his home.

Cecil Garrison has opened a dog ranch.

Barney Dillard moved closer to his work. He is now occupying the former Standard Boarding House.

John Savage to his wife—

Honey, would you like a fur coat or a tweed one this winter?

Wife: I heard you the first time.

Mrs. Wright to yard boy—

Willie, did you see that pile of wood in the yard?

Willie: Yes mam, I seen that wood.

Mrs. W.: Such language—you mean you saw that wood.

Willie: No, mam, I seen that wood but you ain't seen me saw no wood.

You can't work 'em all Mrs. W.—some of 'em catch on.

Ikey is still courting the teacher but he moves slow—the wedding has been put off another season. She is catching on though for now Ikey has to bring a note every time he is late on a date.

Williams Roofing Co. plant was completely destroyed by fire October 19. It caught from a flash in the saturator. Reports state only partial insurance coverage.

Bill Liechty is now vacationing in Chicago. By the way Bill, how did you like the Northwestern Notre Dame football game? Probably better than John Francis liked the Iowa Notre Dame game. Since Bill has been in Chicago, it has been discovered that taking the mail is only a one man job.

Mrs. Wright took a week's vacation in November. She had quite a time trying to decide whether she would take Thanksgiving on the 23rd or 30th—so to satisfy her own mind—she took both days. That's Mrs. Wright for you though!!!

Benny Williams is the proud father of an eight pound baby boy. This is the second born on Miller road since the rattle snakes and blackberry bushes were cleaned out and the road made some nine years ago. The score is still nine to two in the favor of the girls, but the jinx now seems to be definitely broken.

Two sworn bachelors have dropped off of the select list since the last writing. Melvin Herring and Joe Whitehead have both taken on the bonds of Holy Matrimony. Good luck boys.

Homer Sarrett, Waterloo's latest heart throb, announces that he is writing five girls. These lengthy epistles, and entertaining the local maidens, keeps our Homer quite busy. Well keep it up Homer no one will deny that there is safety in numbers, but what are you going to do when spring comes.

John Savage spent the week as a bachelor, and except for the odor from the ice box the house was in fair shape when Mrs. Savage returned. John says that the next time she leaves, he is going to lock the house, eat at the corner and sleep in the yard. He didn't know how many dishes he had until they were all stacked in the sink.

Lawrence Miller of the Shreveport plant spent the weekend in Waterloo.

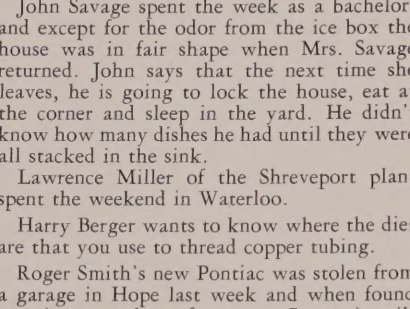
Harry Berger wants to know where the dies are that you use to thread copper tubing.

Roger Smith's new Pontiac was stolen from a garage in Hope last week and when found was in somewhat of a mess. Roger is still wondering who is going to pay the damages. Roger says the Insurance Co., the Insurance Co. says the garage owner, the garage owner says the boy that took it, and the boy that took it says that he can't earn the money to fix it while he is in Jail.

"Sug" Giles has recently built a new home.

J. C. Bailey is now a member of the "Pine Hill Community".

Herb and his girl friend. Herb is the 19 months old son of Charles White, Chicago Roofing salesman.



I am John Roger, son of Mr. and Mrs. J. C. Honeycutt of the Berry Asphalt Company.

"Red" Oswalt must know cattle, he is surely staying in the business.

Sidney Weems recently took a two weeks' vacation. He didn't motor too far away—guess Lafayette had something to do with that.

Chester Waters is the first to own a 1940 Chevrolet, however, several of the boys need to trade.

Dewey Rhodes is feeling older every day now—"Hello, daddy". Boy, it is going to be cold walking the floors nights.

E. S. Martin was a delegate to a three day convention held at New Salem Church—"Buddy" says those folks don't know how to feed a crowd.

The son of J. C. Bailey, we are proud to know has recovered from a case of diphtheria. Several others have received shots but there are yet some few cases in this vicinity.

The wife of Roland Murray is recovering from an operation. We certainly wish for her a pleasant road back to good health.

C. D. Oswalt and family have as their guests—Mr. and Mrs. Lloyd Schuler and sons, Lee and Raymond, of Lockport, Ill.

Mr. S. R. Ward recently bought a small tract of land on which stands his and Mrs. Weems' homes.—SO, we have a real estate dealer in our midst!

Willisville school, which is under the supervision of Mr. Garrett, won their first ball game which was played Friday the 17th.

One of Berry's former employees was seen at the home of Uncle Joe Boswell Sunday the 19th. Buster McGuffin happened to be the visitor, however, Uncle Joe wasn't the party Buster was interested in seeing.

VETERANS' LIST

We give below the names of those whose fifth, tenth and fifteenth anniversaries fall during December and January, and of those who complete twenty or more years' service during these months:

DECEMBER

			Years
August Hilderbrandt	12–25–1889	Retired	50
A. R. Jenkins	12–13–1894	Flooring Plant	45
Harry Mann	12– 1–1901	Maintenance Dept.	38
Robert Roy	12–27–1905	Roofing Plant	34
Dennis Broderick	12–20–1906	Janitor	33
David Heylin	12–21–1906	Maintenance	33
J. S. Robertson	12– 7–1908	Office	31
Wilbur Fay	12– 9–1908	Maintenance	31
Frank Whitehead	12–19–1908	Maintenance	31
R. G. Fulton	12–30–1912	Roofing Plant	27
Joseph D. McGregor	12–16–1915	Roofing Plant	24
Patrick Feeney	12–17–1915	Roofing Plant	24
Victor Makela	12–24–1915	Roofing Plant	24
Guiseppi Lingo	12– 3–1917	Flooring Plant	22
Nunziante Famigletti	12– 3–1917	Flooring Plant	22
Enos Masciarelli	12– 3–1917	Roofing Plant	22
Anna M. Roundy	12–26–1917	Office	22
Herman Nordstrom	12– 8–1918	Paper Mill	21
K. G. Rouillard	12–16–1918	Paper Mill Office	21
Emil Sigmund	12–18–1918	Maintenance	21
Herman Lauble	12– 2–1919	Box Shop	20
B. A. Hathaway	12– 2–1919	Roofing Plant	20
Romolo Conti	12–27–1919	Flooring Plant	20
Alek Szugai	12–22–1919	Roofing Plant	20
Edwin Guise	12– 1–1924	Flooring Sales	15
E. T. Feeley	12– 8–1924	Roofing Sales	15
Arthur Bushell	12– 8–1924	Box Sales	15
James R. Hanley	12–15–1924	Roofing Plant	15
Walter Cyr	12–27–1924	Maintenance	15
Henry M. Smith	12–17–1934	Box Shop	5
William Coffin	12–24–1934	Plooring Plant	5
PHILLIPSDALE			
Thomas Henderson	12–14–1894	Plant Superintendent	45
Frank Mello	12–14–1915	Plant	24
CHICAGO			
Bryson J. Overholt	12– 5–1913	Office	26
Gladys Davis	12– 2–1929	Office	10
SHREVEPORT			
J. F. Schrodeer	12–10–1934	Asbestos	5
Edward B. Weeks	12–16–1934	Roofing Sales	5
George Mahoney	12–26–1934	Roofing Sales	5

JANUARY

Henri Davenport	1– 1–1898	Assistant Treasurer	42
Carl V. Smith	1– 1–1901	Paper Mill	39
F. W. Welch	1–16–1901	Box Shop	39
Joe Knaus	1–24–1902	Paper Mill	38
May Gardner	1–26–1902	Office	38
B. D. Rogers	1–21–1907	Personnel Director	33
Panfilo Lacivito	1–12–1912	Roofing Plant	28
H. E. Sawyer, Jr.	1–26–1914	Flooring Sales	26
George L. Towle	1– 7–1916	Box Shop	24
Pasquale Ruscitti	1–15–1917	Maintenance	23
Edith M. O'Neil	1–16–1917	Office	23
William E. Hale	1–15–1918	Roofing Sales	22
Joseph Donovan	1–16–1918	Maintenance	22
Austin D. Kilham	1– 1–1919	Roofing Sales	21
Antonio Gugliotta	1– 2–1919	Roofing Plant	21
Jesse R. Ghen	1– 5–1920	Flooring Plant	20
William J. Boyd	1– 5–1920	Flooring Plant	20
Albert W. Smith	1–19–1920	Office	20
James A. Surette	1–26–1920	Roofing Plant	20
Edward Crockett	1– 6–1925	Flooring Plant	15
Raymond Boyden	1– 9–1925	Flooring Plant	15
Francis Donlon	1–19–1925	Paper Mill	15
Alan Shaw	1–13–1930	Office	10
Claude A. Boiteau	1–15–1930	Flooring Sales	10
E. J. Roberts	1–21–1930	Flooring Sales	10
Eleanor Badger	1–15–1935	Office	5
Thos. E. Oakes	1–16–1935	Office	5
George Schoener	1–16–1935	Flooring Plant	5
Ralph Keyes	1–17–1935	Flooring Plant	5
Edna McMahon	1–18–1935	Paper Mill	5
Martha Palonen	1–21–1935	Janitress	5
Everett Seavy	1–21–1935	Box Shop	5
Elsa Gottberg	1–23–1935	Paper Mill	5
Bert W. Ellsworth	1–24–1935	Flooring Plant	5
Thomas Elias	1–26–1935	Flooring Plant	5
Pelligreno Capone	1–28–1935	Flooring Plant	5
Stephen Hogan	1–28–1935	Flooring Plant	5
Walter Zacofsky	1–28–1935	Flooring Plant	5
Roger Carlson	1–29–1935	Box Shop	5
Josephine Survilla	1–30–1935	Office	5
Helen Thompson	1–30–1935	Office	5
Chester Gibadlo	1–31–1935	Roofing Plant	5
John J. Linnehan	1–31–1935	Paper Mill	5
John B. Mitchell	1–31–1935	Flooring Plant	5
Rose Tronti	1–31–1935	Box Shop	5
PHILLIPSDALE			
Rexford Salisbury	1– 6–1909	Asst. Superintendent	31
John H. Nolan	1–15–1917	Plant	23
Louis W. Doyle	1–19–1925	Plant	15
CHICAGO			
H. L. Warner	1–23–1930	Plant	10
Roland Altman	1– 2–1935	Plant	5
R. Y. Hand	1– 7–1935	Roofing Sales	5
SHREVEPORT			
Robert Paterson	1– 1–1920	Roofing Sales Manager Southwestern Div.	20
BERRY ASPHALT CO.			
Otis Dixon	1–15–1930		10

DIG IT OUT AGAIN!

Each visit I make to the Panama Canal is a fresh inspiration. The more I read of that gigantic undertaking, the more lessons I get for everyday living. Here is one I have just read by Benjamin Russell. He names it "The Hardest Job in the World."

One day in January, 1913, General George Washington Goethals, the builder of the canal, stood with his aides at the top of the Cucaracha cut and looked down on a scene of devastation. The great canal had been almost completed and then a slide had started at the cut, ruining the work of many tedious months. The aides gazed at the filled-in ditch with dismay and discouragement. One of them turned to the general hopelessly.

"What shall we do now?" he demanded.

Goethals calmly lit a cigarette and tossed the match into the debris. "Hell," he said, with soldierly emphasis, "dig it out again."

It's been my experience that 90 percent of the people who fail do so not because they haven't the ability to do the job, but rather because they haven't the quality of sticking to the job until it is done.

Most of the easy jobs have already been done. Anybody can dig a ditch, handle a desk job or a territory where nothing ever goes wrong. But nobody ever gets very far up the ladder on that kind of a job.

Sometimes we have to swallow mighty hard when we see something we have been working on tumble all about us. To leave it is failure—to dig it out again is the measure of a successful man.

Which gives you the greatest thrill?—doing the clear sailing job, or finally accomplishing the task that has been filled with obstacles and setbacks that would have discouraged a lesser man?

—Clipping.

And says the colored gentleman, "Jedge, ah pleads guilty an' waives the hearin'." "What do you mean—waive the hearing?" he was asked. "Well," he replied, "Ah jes' doan wanna heah no moah about it, tha's all."

CHINCOTEAGUE ISLAND

By Eleanor Badger

THIS island which was recently visited by Herbert Schaier, Credit Department, is a long narrow strip of land, and the semi-wild horses originally came in on a shipwrecked Spanish galleon. They are not quite as large as the ordinary horse, while the newborn colts are about the size of a house dog. These horses reproduce at the rate of about 40 or 50 a year, and each spring the inhabitants hold a festival and round up the horses, break in a few and sell them for $35.00 apiece. This is the only industry on the island.

To see these horses, you go across the swamp land, over funny wooden bridges, and then finally through a gate to the fields. The caretaker goes out on his horse, across the channel and rounds them up, driving them all back across the channel. It is a beautiful sight to see these horses all swimming the channel, with just the tops of their heads showing. They are not particularly well shaped, as all they do is eat and sleep, not getting sufficient exercise to proportion their weight. Consequently most of it is in their stomachs, while their ribs are really quite bony. All in all they are a very interesting lot of animals, and well worth one's while to go out of the way to see.

The famous horses of Chincoteague Island, Virginia. Taken by Herbert Schaier, Credit Department, on his recent trip there.

NEW ACTIVITY

By Steven Cavanaugh

THE Bird Club has inaugurated the game of Shuffle-board into its lists of sports. At the time of the present writing, the game has not as yet become active, due mainly to the fact that equipment is being prepared and will not be ready for use until a later date. The courts for this activity will be placed in Bird Hall near the stage. Pushers and discs will be left at the hall for the use of Bird Club Members. The game, as played in the hall, will be a modified duplicate of the standard pastime. Due to the lack of sufficient space, the courts, pushers, and discs will be smaller in dimension. This, however, does not retard the skill of a participant. Rather, it serves to make the competition keener and the accuracy of a player of greater detail.

This sport has proven immensely popular with those who take their sporting activities with a moderate degree of exercising.

Raymond Paquette, son of Thomas Paquette of the Combiner Room at No. 1 Box Shop.

EDUCATIONAL

By Ernest H. Coleman

THE Educational Committee is planning a series of lectures to start about the middle of January. These are to be in two groups of three each and tentative subjects are announced as—"Human Relations", and "Industrial History and its Effect on our World of Today."

The speaker for the first group will be Professor F. Alexander Magoun of M. I. T. and he has announced the following subjects for the nights indicated: Thursday, January 18, "Mechanics of Human Relations." Thursday, February 1, "The Art of Human Relations." Thursday, February 15, "Continued Growth in Human Relations."

The second speaker and his topics will be announced soon.

Our speakers are outstanding in their field and we feel that their subjects will appeal to a large group in the Bird Club. Detailed information will be sent to all club members at a later date.

QUESTIONS AND ANSWERS

1. To what temperature is the steam heated in our boiler room?
2. What is the usual life of a felt on a paper machine?
3. How is felt shipped from our Phillipsdale plant to the Norwood Roofing Plant?
4. How long a section of roofing material can be contained at one time on the finished sheet rack of No. 1 Roofing Machine?
5. Why are vegetable oils used in the manufacture of our flooring paints?

Answers to these questions will be found on Page 18.

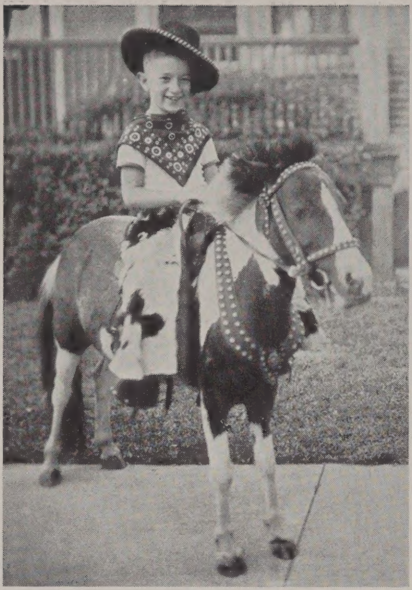
CARDS OF THANKS

I wish to thank my friends at Bird & Son for the beautiful flowers sent me during my recent illness.

Anna O'Brien.

I wish to express my sincere thanks to Bird & Son and my many friends for the gifts and kindness.

Mary Scanlon.



Raymond Gusick, Jr. son of Ray Gusick of the Chicago mill. It looks as if Junior were planning to be a cowboy when he grows up.

BOWLING NOTES

By Sam Piraino

THE Bowling League is well under way with eight out of the nine matches rolled off to finish the first round. If we are to judge by past performance which seems to be the most logical viewpoint, every team is in there fighting for the supremacy of the League.

At the present writing the "Wildcats" are leading the League but will "scratch your eyes out" if you try to topple them. They are still drooling from their luscious meal of the last victim—the "Dodgers." The "Sox" are back in form and in there fighting for every point. They are well named if we are to judge by baseball results; a good hard-hitting team. Captain Nordstrom of the "Cardinals" is still smiling as the big "Yankees" bow their heads to their victor.

As for individual honors, we dare not prognosticate as they have changed from one leader to another every week to date. At present Julius Aukstolis of the "Yankees" has a profitable lead, but how long he will remain there is a question of time. Last week the League leader was Harry Clark and the week before that Francis Nevins and previous to him it was "Moe" Bader. Do you wonder why we question who the next leader will be? There has been an overflow of enthusiasm in the Bowling League to date and we are keeping our fingers crossed.

Results as of November 21 are as follows:

LEAGUE STANDING

Team	Won	Lost	Per Cent	Pin Fall
Tigers (FBN)	25	7	.781	11546
Yankees (FBP)	20	8	.714	10232
Dodgers (FF)	22	10	.687	11309
Indians (FBM)	21	11	.656	11306
Sox (FX2)	15	13	.535	9863
Reds (FFP)	14	18	.438	10676
Cardinals (DMP)	12	20	.375	10691
Giants (FX1)	12	20	.375	10605
Bees (FFM)	4	28	.125	9003

High Individual Single String, Harry Clark (Sox)—134 pins.

High Individual Three String, Harry Clark—347 pins.

High Team Single String, Dodgers—534 pins.

High Team Three String, Yankees—1531 pins.

The ten highest bowlers:

Name	Team	Strings	Ave.
Julius Aukstolis	Yankees	21	102.0
Paul Calderone	Tigers	24	100.3
Harry Clark	Sox	21	100.2
Moses Bader	Tigers	24	100.2
Francis Nevins	Dodgers	24	99.3
Bruce Farrar	Indians	18	98.8
William Percy	Indians	21	98.1
John Alexandrovitz	Yankees	18	98.0
Frank Campisano	Tigers	24	97.8
Earle Higgins	Reds	21	97.2

BOWLING AT PHILLIPSDALE

PHILLIPSDALE now has an enthusiastic bowling league made up of four teams. For the first four nights Rex Salisbury leads with a high average of 109.8. The standing of the teams is as follows:

	Points	
	Won	Lost
Office	11	5
Maintenance	9	7
Yard	9	7
Shipping	3	13

ANSWERS TO QUESTIONS
ON PAGE 17

1. 480% to 500% F.
2. Wet felts—10 days to 2 weeks.
   Top felts—15 to 20 days.
   Press felts—25 to 50 days.
3. Largely by truck. A small amount is also shipped by freight, on flat cars or in box cars.
4. One-half mile.
5. Because of their fine drying qualities, through oxidation rather than evaporation.

QUEER SUPERSTITION

Mr. L. L. Williams, who is in charge of our Built-up Roof Division, sends us this interesting comment about a superstition which is prevalent in some parts of the country.

He writes, "Of no particular value, but of some interest to those in the roofing business is the belief that if shingles are applied during a dry moon they will curl up.

"The fact that this superstition does exist was demonstrated to me the other day when I found that a roofing job had been held up until the phase of the moon was right. The owner refused to have the roof applied until the moon was in the proper phase. The roofing contractor who had this experience said that this belief was quite general and that he had run into it in several instances with regard to composition shingles. Apparently the belief originated when wood shingles were more generally used."

FIVE LOSE TIME

WE have five lost time accidents to report since the last issue of the *Review* appeared—two of them September accidents which were reported late in the month.

On September 5 Ralph Hasen from Chicago burned his face and forearm with hot asphalt which splashed on

Good action scene taken at the New York World Fair Grounds last summer by Edward Knaus, Flooring Plant.

him as he was draining a tank. Pressure caused the asphalt to flow faster than he had expected and the resulting splash burned the left side of his face and several small patches on his arm. He lost six days' time.

George Kinsman, Flooring Finishing Department, hit his thumb while using a wrench on September 27 and an infection set in. He started losing time October 5 and was out of work twenty-eight days.

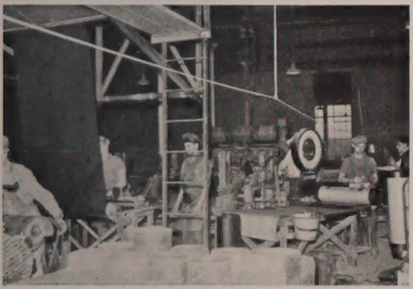
At the Roofing Plant on October 5, Joseph Magnani fractured his left ankle when he accidentally dropped a cover of a tank car on his left foot. The cover was hinged and flew back onto his foot when he was prying it open. He lost a total of thirty-nine days.

October 9, Charles Hatch, working temporarily in the Felt Handling Department, struck his ankle while unloading a car of felt. Several days later the spot became inflamed, and he started losing time on October 16, not returning to work until December 4.

Our most recent accident happened to Peter Kiarzis at the Paper Mill. While threading paper on the machine, he apparently slipped and fell into the nip of a roll. His left arm was caught and bruised, and he received cuts over his left eye and on his cheek. He is still out.

Our record for 1939 already shows two more lost timers than the seventeen that we had at the end of last year. We still have several weeks to go in which we must all be doubly careful so that there will be no further names to add to this list which is already longer than we like to see it.

Just around the corner is the year 1940—a clean slate and twelve months to make a better accident record than ever before. Every day can be a day of safe work, if we will make it so. Let's go!



A section of the Finishing Department at the Shreveport Roofing Plant.

SUGGESTION AWARDS

October

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of $10.00:

Change in "B" Pieces for Insul Bric Wraps—W. Raymond Bearce, FBI
Electric Safety Switch on Coal Vibrating Screen—J. D. Countway, ERH
Pipe Flanges—Andrew F. Oates, DPM
Small Hopper for Dumping Slate—Herbert Schreiber, FC

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Frame Racks for Holding Bracing Sticks—Ray Engvorson, FC
Better Construction for Felt Guide—E. W. Gillmore, EMM
Overflow Gutters—John Glebus, FBPM
Lock on Slate Delivery Pipe—G. W. Gray, Jr., FS
Window at FFN Crane Well—William Hall, FFG
Warning Signal when Starting Paper Machine Main Line—H. B. Hey, DPP
Grease Gun Distributor on Stock Pump—Hjalmar Hyrske, DPM
Install Button on Second Floor to Stop Power in Basement—Edmund H. Jones, FBC
Special Wrench for Bearing Caps on Shingle Machine—Edward Moore, FC
Core Bay at FFPM-5—Stanley Moore, FFY
Beater Repair Equipment—Gatano Nanni, DPM
Iron Bars to Protect Work Bench at DMPM3—Herman Nordstrom, DMP
Close Nipple Holder—Andrew F. Oates, DPM
Pipe and Bolt Die Holder—Andrew F. Oates, DPM
Information for Truck Drivers at Chicago—M. R. Parker, FC
Lower Floor Under Reels—Fred Pierson, DPM
Changing Saw Switch—V. M. Purdy, EMW
Move Opening on Blende Return Elevator—Herbert Schreiber, FC
Make Oil Feeders on FFPM5 Adjustable—Edward F. Sigmund, FFP
Ink Strainer for Offset Ink—Augustus Smith, FXR
Roll Stand Adjustment on Straw—Richard Sprague, FXC
Safety Pipe Guard for Winder—Bernard Van Brussell, FC
Change Mail Box in Foremen's Office—James Weir, FBPM1

The following were given an additional award of $10.00 for having had five suggestions accepted:

Ray Engvorson, FC, John Glebus, FBP, G. W. Gray, Jr., FS, Hjalmar Hyrske, DPM, James Weir, FBPM.

November

The following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of $10.00:

Change Location of Oil Coolers on Westinghouse and General Electric Turbines—William Gokey, EMP

The following suggestions were classified as of Intangible Value and given an award of $5.00 each:

Better Method of Cleaning Glue Pots—Edgar Bigelow, FXR
Changes on Parker Tying Machines—John G. Graney, FBM
Change Slant of Vent. Pipe on Mixing Kettle—Edmund H. Jones, FBC
Special Tags on Ends of 8/4 and 12/4 Rolls Floor Covering—Roland Michand, FFV
Stop Roll on Finish Looper—L. G. Miller, FS
Steel Ductor Blades on Saturator at FBI—Wallace Richardson, FBI
Varnish Stand at FFG—Ronald Swanson, FFG
Better Method of Applying Priming Paint—Fred P. Turco, FBI
Control Water on Squeeze Roll No. 1 Machine—Stanley Wasilauskas, FBPM
Splash Plates at Saturator—William Winkler, FS
Brass Rim on Mixing Tank Cover—Clarence Young, FFG

The following were given an additional award of $10.00 for having had five suggestions accepted:

William Gokey, EMP, Stanley Wasilauskas, FBP.

The three children of John F. Matcha of the Chicago Plant: Mildred, Joseph and Joyce. On last October 20 Mildred became "sweet sixteen" and on the same day John celebrated his fiftieth birthday.

IN ONE YEAR

By a Floor Covering Worker

Some of us who like to figure things out recently took the total square yard production per year at our Flooring Plant and figured out that this material if laid out flat would cover about two-thirds of the town of Norwood.

For a mind's eye vision of this, take the Roofing Plant for one boundary line, vision the distance to the New Pond, then across to the sand and gravel company's yard on the Boston and Providence Highway. Then imagine Pleasant Street for the connecting line and that is it, or 6.45 square miles. And that, remember, is only one year's production!

MULTIPLICATION

The cat, they say, has nine lives. But you can have ever so many more than that. You can have as many lives as there are people in whom you interest yourselves. If you give all your thought to your own life, to your own personal affairs, and never think in terms of the needs of others, you are limiting yourself.

We are told that each new language we master gives us another life to live. The same may be said of each new friendship. To be a friend you must interest yourself in someone else. You must desire good for that person. You must do what you can to enrich that person's life. By simply multiplying the number of your friendships you multiply the number of lives you can live and enjoy.

—Henry Curtis in The Curtis Courier.

IT'S YOU

It Isn't Your Firm—It's You
If you want to work for the kind of a firm
Like the kind of a firm you like,
You needn't slip your clothes in a grip
Or start on a job hunting hike.
You'll only find what you left behind
For there's nothing that's really new,
It's a knock at yourself when you knock your boss,
It isn't the firm . . . it's you.

No company's made by men who are afraid
Lest somebody else gets ahead,
When everyone works and nobody shirks
You can bring back a business that's dead.
And if while you make your personal stake
Your fellows can make one, too,
Your firm will be what you want it to be . . .
It isn't the firm . . . it's you.

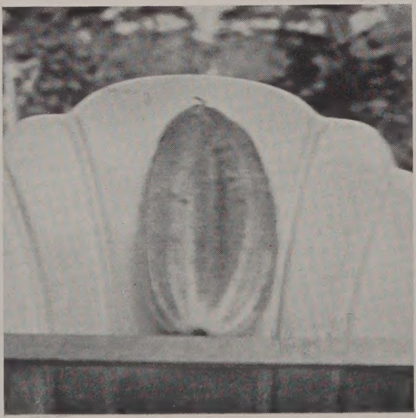
—Anon.

—Sent in by Elizabeth Hurst, Statistical Dep't.

The Bird Glee Club opened its fourth season on Monday night, November 13. About forty singers are signed up and are now hard at work preparing for the first concert of the season, a Christmas concert to be given in Bird Hall on the evening of December 21. Henry Jackson Warren is again directing the club, and William Achilles is at the piano.

Charles S. Mutch, Foreman of the Combiner Room at #1 Box Shop, has been appointed chairman for the coming season, taking the place of Leo R. Bernier who has served so efficiently for the past three years. To Mr. Bernier goes much of the credit for the success of the organization to date and with this work now being carried on by Mr. Mutch, the new chairman, the club looks forward to an interesting year with still further success and improvement.

Siamese cucumber grown by Guptill Filmore of our Flooring Plant last summer. It measures fifteen inches long, seven inches in diameter and twenty-two inches around. Some pumpkin!



"The boss drives his men; the leader coaches them . . . the boss depends upon authority; the leader on goodwill . . . the boss inspires fear; the leader inspires enthusiasm . . . the boss says *I;* the leader says *we* . . . the boss says *get here on time;* the leader gets there ahead of time; the boss fixes the blame for the breakdown; the leader fixes the breakdown . . . the boss makes work a drudgery; the leader makes it a game . . . the boss says *go;* the leader says *let's go.*

(Contributed to Forbes' Magazine by H. Gordon Selfridge, London department store owner.)

ACKNOWLEDGMENTS

Your kindness and sympathy will always be held in grateful remembrance.
Mrs. Benedykt Tomaszewicz and family.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.
Perry Williams and family.

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.
Mr. James Connors and daughter.

The family of the late Joseph A. Johnson acknowledges with grateful appreciation the kind expressions of your sympathy.

The family of the late Samuel P. Graves deeply appreciates your expression of sympathy and the beautiful flowers.

We wish to thank Bird & Son, inc., and our friends in the organization for the flowers and kind expressions of sympathy during our recent bereavement.
Alvah H. Bridgham.
Mr. and Mrs. R. P. Hildreth.

I wish to thank my friends at Bird & Son for their kindness and sympathy in my recent bereavement.
Fannie Murphy.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.
Mrs. Peter Bechunas and family.

Gratefully acknowledging and thanking you for your kind expression of sympathy.
Mr. Edward Kelley and family.
(Phillipsdale)

I wish to thank the friends at Bird & Son for the beautiful flowers and kind expressions of sympathy received during my recent bereavement.
Mrs. James E. Graham.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

Master-Bilt Thick Butt Master-Bilt Weather-Tex Thick Butt
Custom Built NEPONSET Twins Thick Butt
NEPONSET Double Twins American Double Twins Loc-Set Hex-Twins Individuals
Lock-Butt Giant Individuals
Tri-tab Hex Copper-clipt
Art Wall Siding Weather-Tex Siding Art-Bric Siding
BIRD Insulated Bric-Siding

BIRD Roll Roofing

Paroid Art-Hex Mineral Surfaced American Ready Old Reliable
Universal Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black Saturated and Coated Super Sheathing Economy
Refrigerator Insulating Reenforced Kraft Paper Duplex Kraft

BIRD Wallboard

NEPONSET Wallboard American Wallboard
NEPONSET Tileboard American Wallboard, Green One Side Poster Board

BIRD Specialties

BIRD Built-up Roof Materials BIRD Deadening Felt Tarred Felt Asphalt Felt
Plastic Cement Roof Coating

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE
BIRD NEPONSET Rug Border
BIRD Economy Rugs BIRD Economy Floor Coverings BIRD Economy Hall Runner
BIRD NEPONSET Hall Runner, Armored with BAKELITE
BIRD Lining Felt Economy Lining Felt BIRD Saturated Felt Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering
Patterned Plain Jaspé Chromasets
BIRD PERMATRED Floor Covering and Tiles BIRD Chromatile

Box Division

CONTAINER SECTION
Solid Fibre Cases
Corrugated Cases
Sash and Door Wraps
Protector Sheets

BIRD-FIBRE
WOOD FRAME BOX SECTION
Wood Frame Boxes
Reel Lagging

NEW PRODUCTS SECTION
Spring Panel Suspension Boxes
Rug Cases
Wrap Boxes
Drums and Kegs

Carton Division

BIRD Shoe Cartons NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes Plant Bands

Special Papers Division

Index Pressboard Socket Lining Paper Rocket Paper
Cartridge Paper and Wad Fusee Paper
Chip and News Boards Mill Wraps and Heads
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper Toe Cap Felt
Innersole Board Cloth Board
Wet Web Saturated Papers

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{List of Bird Products on Inside Back Cover}